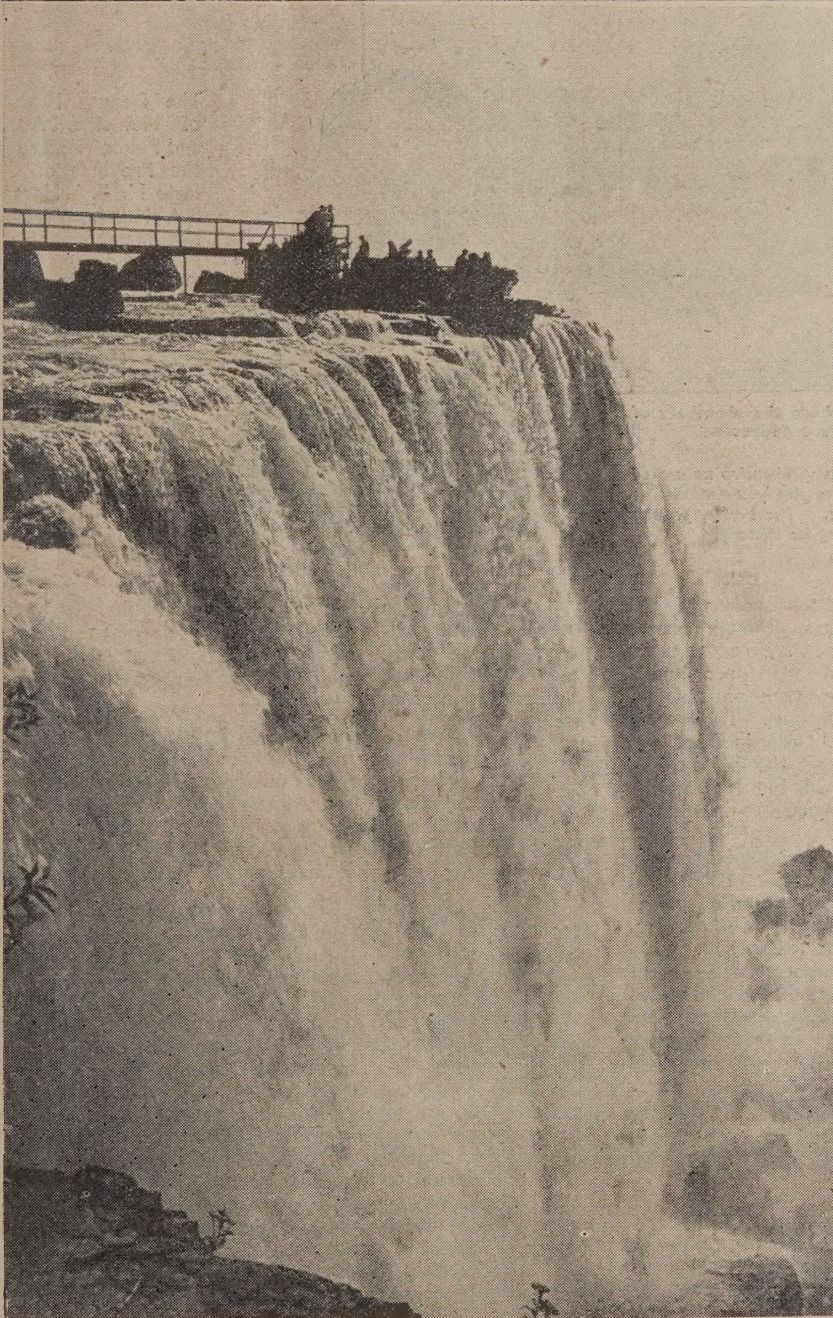


# LOCAL GOVERNMENT SERVICE

No. 10

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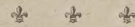


## In Brief

Even now, immense quantities of water are surging over the edge of this rocky platform and thundering into the rapids below; a great cascade that is formed by a cracked river bed—the Niagara Falls.

It is difficult for a man to write what he feels when he comes face to face with Niagara for the first time, so photography has been called in to give a glimpse of the wonder of the Falls. It is truly only an impression, but may convey more than a whole lot of writing.

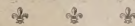
Here the members of the Nalco Educational Tour enjoyed a high-spot in the succession of experiences that composed the Tour.



Ontario is a province over three times the size of the British Isles. The ways of its local government are outlined by the Deputy Minister of Municipal Affairs and Public Welfare for the Province of Ontario in the leading article, this month.



N.A.L.G.O. has reached the 100,000 mark in its membership figures, and records this achievement on page 257.



The holiday excitement has now in general subsided and we can feel the approach of winter in the air. We are even saying: "Only twelve weeks to Christmas," all of which brings us to Winter Sports.

N.A.L.G.O. is prepared to launch a programme of holidays in Switzerland for winter sports if sufficient enthusiasm is shown by members. The article on a later page is designed to "take the temperature" of the demand for such arrangements.



Youth examines the government of Southampton in the article entitled "A Boy can Look at a Borough."

Robert F. Leslie, aged 18, of King Edward VI School is the author, and he gained first place with this article in the Southampton Branch, School Essay Competition.



Current news is featured under: "Salaries and Service Conditions," "Scottish Notes," etc.

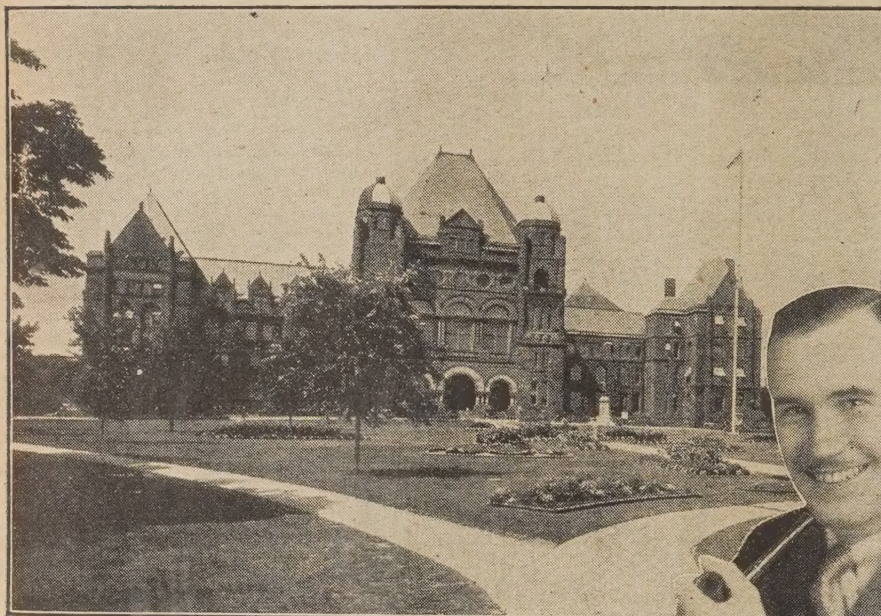


Regular articles: "At Random," "General Literature," "Bridge Forum," and "Home Gardening."



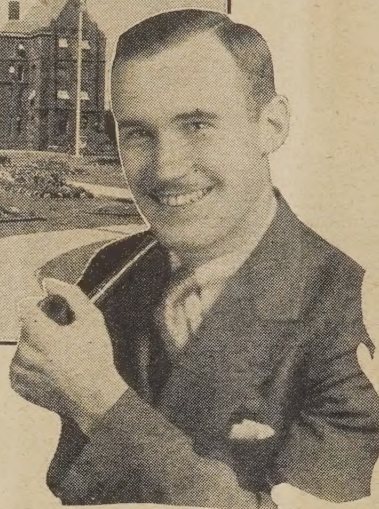
# Local Government

## in Ontario



The Ontario Legislative Buildings where the members of the Nalگو Educational Tour were addressed

*"In deference to your patience and the comprehensive nature of our subject," said Mr. Horton, "I wish to give you a maximum of information with a minimum of words. The best approach to our subject is up the avenue of its History."*



The Deputy Minister of Municipal Affairs and Public Welfare for the Province of Ontario, Mr. E. A. Horton, B.A., M.B.A., addressed the members of the Nalگو Educational Tour. The address, slightly abridged, is given below, that it might provide the Local Government Officer in Great Britain with an interesting comparison between Local Government in Ontario and at home.

**I**N Ontario we have had our present forms of municipal institutions for approximately 90 years, although prior to that time matters of local government were dealt with by bodies which were not representative. In 1788 Upper Canada was divided by Lord Dorchester, the Governor-in-Chief of Quebec, into four districts for judicial purposes. Three years later Ontario was established by Imperial Order-in-Council as the Province of Upper Canada, and in 1798 the limits of the first townships and counties were defined, but local affairs still remained in the hands of the magistrates in quarter sessions.

About 1833 a few towns were given special privileges by being permitted to elect incorporated Boards of Police. In the next year the city of Toronto (then York) received its charter of incorporation and was given control over its own affairs through the agency of an elected council.

It was not until approximately 90 years ago (1849) that townships and counties were incorporated. The Baldwin Act (Municipal Act) of that year first established local government as we now know it, and all authority for any municipality having its own distinctive form of local government was taken away.

Municipal incorporation may now be effected either by (a) a special Act of the Legislature, or (b) as the result of an application made to a designated body which has been granted authority for that purpose.

### The Province

The sphere of "local government" in Canada is, by reason of our federal constitution, restricted to municipal units within the provinces, each province having its own system of municipal institutions.

Any consideration of local government in the Province of Ontario might well include a short survey of the Province itself, especially with respect to area and population, which are two of the more important factors entering into the administration of municipal affairs.

The land area of this province is 363,000 square miles, which is about three times the area of the British Isles, or approximately 17,000 square miles greater than France and Germany combined. Approximately 85 per cent of the area is in the north and only 15 per cent in Southern Ontario; where the bulk of the province's population is concentrated and whose area is approximately equal to that of England.

It might be of interest to note, in passing, that the northern boundary of Ontario is in the same latitude as Dundee, in Scotland, while the southern boundary is in the same latitude as Naples. Some municipalities in Ontario are separated by as much as 1,000 miles and range in population from one of about 50 residents to Toronto with its 640,000 citizens. In assessed valuation the variation is from a low figure of about 25 thousand dollars to one thousand million dollars in Toronto. Tax levies also range from a total of less than one thousand dollars to that of about 35 million dollars. The figures quoted give some indication of the variations which are to be met with in our municipal system, controlled as it is by one general body of laws applicable to the government and administration of all municipalities. Ontario has a population of about 3,450,000, with about 3,320,000 of these living in organized territory. Approximately three millions of the latter live in Southern Ontario, which, as has been pointed out, covers an area similar to that of England.

We have in Ontario, from the standpoint of area, the



greatest part of the province still governed for all purposes, provincial or local, by the provincial legislature. There is a tremendous, unorganized territory in the north country yet to be developed and populated, and in which there are no municipal institutions because there is not sufficient settlement to warrant the granting of local autonomy through the councils.

### Types of Municipalities

The province of Ontario is divided into districts and counties. The northern part of the province is divided into 11 districts while the southern part is divided into 43 counties. The districts are units for judicial purposes while the counties are units for both municipal and judicial purposes.

There are four types of local municipalities in Ontario—cities, towns, villages and townships. The number of these is as follows:

Cities	..	..	..	27
Towns	..	..	..	145
Villages	..	..	..	156
Townships	..	..	..	571
Total	..	..	..	899

Of these, 5 cities, 44 towns, 10 villages and 141 townships are situated in the districts, the remainder in the counties.

The **counties** are overlapping jurisdictions consisting of the towns, villages, and townships within their borders. The main functions of the county are with respect to main highways and bridges, secondary education, and administration of justice. The tax revenue of the county comes from rates imposed upon the constituent local municipalities.

The members of the county council are members of the councils of the various towns, villages, and townships that make up the county, being the reeves and deputy-reeves of the towns, villages, and townships. A city, although situated geographically within a county, does not form a part of the county municipal unit, neither do seven towns, which have been separated from the county in which they are situated and given functions similar to a city.

The **townships**, with a few exceptions, are rural areas, containing on the average about 100 square miles and with an average population of slightly over 2,000. The township is governed by a chief executive officer called the reeve and four others, who, with the reeve, constitute the council. If there are more than 1,000 electors, one of the councillors becomes the deputy-reeve. These provisions apply also to **villages**, which may be created where there is a population of more than 750 in a limited area.

**Towns** must have, when constituted, a population of not less than 2,000. The council of a town in a district is composed of a mayor and six or nine councillors depending on the size of the town. The council of a town in a county is composed of a mayor, a reeve, as many deputy-reeves as the town is entitled to, which is based upon the number of municipal electors, and a varying number of councillors who may be elected by ward or by general vote.

**Cities** must have, when constituted, a population of 15,000. They are governed by a mayor and council. In cities of more than 45,000 there may, and in cities over 100,000 there must, be a Board of Control consisting of the mayor and four controllers

to be elected by a general vote. This board forms a sort of executive authority, the members giving a larger portion of their time to public service, and being paid a salary considerably higher than the alderman's indemnity. The duties of the Board of Control include the preparation of estimates, the awarding of contracts, the inspection of municipal works, and the nomination of officers and their dismissal or suspension. The Board reports to the council, in which its members also have a vote, and its action is subject to approval or reversal by the whole council.

### Term of Office of Elected Officials

The term of office is one year, although provision is made for extending the term to two years. Only a small number of municipalities have made use of this provision.

### Electorate

In order to be entered on the voters' list the elector must be a British subject, of the full age of 21, and rated or entitled to be rated on the assessment roll for an amount of from 100 to 400 dollars, depending on the type of municipality, either as owner or tenant. A farmer's wife, son, daughter, and sister are also entitled to vote. All of those entitled to be entered on the voters' list are not, however, entitled to vote on money by-laws, this class of voters being more restricted.

### If You Are a Public Official or Will Not Pay Your Rent . . .

To be qualified to be a member of council, the prospective candidate must be entitled to be entered on the voters' list. If the candidate is rated on the last assessment roll for land held in his own right for an amount sufficient to entitle him to be entered on the voters' list, he is eligible providing he resides in or within five miles of the municipality. The long list of persons who are disqualified from holding office includes public officials and persons whose taxes or rent are in arrears.

### Assessment and Taxation

In Ontario, land and buildings are assessed for taxation, personal property being exempt. There is also a business assessment, which is a certain percentage of the assessed value of the land used or occupied for the business, the percentage varying with the type of business.

Corporation income and income from mines are also subject to taxation. Income of individuals is subject to taxation by both the province and the Dominion, the latter acting as the collecting agent for the former so as to avoid duplication of returns, etc.

The assessment is made annually with provision for appeal to the court of revision and then to the county judge. When a large amount is involved, an appeal lies from the judge's decision to the Ontario Municipal Board.

Since county rates are collected from the local municipalities constituting the county the assessment of each local municipality in the county must be "equalized" so that each municipality will bear its fair share of the county rate.

### Officials

The chief officials of a local municipality are the clerk, treasurer, assessor, collector, and auditor. The first four positions may be held by one person, and, indeed, the case of one person holding the position of

clerk-treasurer is very common. In many of the municipalities, and especially the smaller ones, these officials are all part-time officials.

The clerk is the official secretary of the municipality, for it is his responsibility to keep the official records and documents of the council's transactions. He is also required to prepare the collector's roll, and the main responsibility with respect to elections falls principally on him, because, by statute, he becomes the returning officer.

The treasurer is responsible for all matters affecting the financial affairs of the municipality; he receives all moneys of the corporation and pays them out as directed by statute and the by-laws or resolutions of council. He must, of course, keep proper accounting records.

The assessor is appointed by council, as are the other officials, but in practice the council has nothing to do with his work. The law says how, when, and in what amounts he should assess. The assessor, more than any other official, is a statutory officer, and he carries out the duties that the statute puts upon him.

The collector's duty is simply to collect taxes in accordance with the detailed provisions of the relevant statute and the instructions of the council; he may enforce payment by distraining goods and chattels.

Auditors must be appointed annually to examine the accounts of a municipality and any commission managing a public utility work. They are required to send a copy of their abstract and statement to the provincial Department of Municipal Affairs.

Although every municipality enjoys almost complete autonomy within the limits of its statutory powers, the Provincial Government maintains a general oversight over all municipal institutions and seeks to improve their efficiency, through two provincial agencies—the **Department of Municipal Affairs** and the **Ontario Municipal Board**.

### The Department of Municipal Affairs

This department of the Provincial Government was established by special statute in 1935 to administer all statutes touching municipal institutions, and affairs, in Ontario. It is presided over by a Minister of the Crown and has power to prescribe and regulate municipal accounting systems, statistical returns, and auditing, and to study, investigate, and advise upon municipal institutions and government. Upon its own initiative the department can direct the making of a special audit of the financial affairs of any municipality or local authority.

The department is consulted constantly by municipal officials, investors, and rate-payers, and endeavours to smooth the way of local government by advice, assistance, and recommendations for necessary legislation.

### The Ontario Municipal Board

This administrative tribunal which is at present composed of two barristers and a civil engineer, consists of three full-time members appointed by the Lieutenant-Governor in Council and holding office during pleasure.

The board has all the powers, rights, and privileges of the Supreme Court of Ontario and can act on its own motion upon any application or complaint.



## The Way . . .

The way to a man's heart—says the observer of human nature—is through his stomach. That may be, but the way to a child's heart is often through his half holidays and excursions. The Nelson Education Authority appreciates this, and seeking to capture and direct the imagination of youth, arranged for school children to visit the Corporation Departments during September to see their (local) governing body at work.

An Open Day at all schools has also been arranged when parents will have an opportunity to inspect the machinery of education to which they entrust the teaching of their young.

N.A.L.G.O. is in it, too. The Nelson Branch of the National Association of Local Government Officers has offered a shield to be awarded to the winner of an Essay Competition on the subject of "Local Government."

## The London Town

The "London Town," the organ of the London County Council staff, has been edited by Mr. L. Welsh since 1926. All members of the London County Council staff are familiar with the fine manner in which the magazine has been edited, both from the literary, news and "appearance-appeal" point of view. His successor is Mr. A. E. Eatherley, who has been Assistant Editor for a number of years. We hope that the "London Town" will prosper under the editorship of Mr. Eatherley as it has done under Mr. Welsh. Mr. Welsh's association with the magazine is not to be entirely severed, however, for he will continue to contribute on the administrative and staffing topics.

## Questions and Answers —in Parliament

### Central Advisory Committee

July 29.—Mr. Pickthorn asked the Minister of Health whether he was able to report any progress in the direction of implementing the recommendation of the Hadow Committee on local government officers for the establishment of a standing committee to advise local authorities in matters relating to the recruitment of their staffs.

Sir K. Wood: I have conferred with the Associations concerned and proposals for the establishment of this committee have been drawn up by an informal committee and have been submitted to the London County Council and the Associations. These proposals have been accepted by the London County Council, by the Associations of County, Urban and Rural District Councils, and by the Metropolitan Boroughs Standing Joint Committee, but I regret to say that at a meeting held last week the Council of the Municipal Corporations Association decided that they would not participate in the scheme.

Mr. Ede: Does that mean that the right hon. gentleman will feel compelled to drop the scheme, or will he commence it with the comparatively wide range of opinion he has managed to bring within it?

Sir K. Wood: I regret that the Municipal Corporations Association have not seen their way to participate, but I see no reason why it should not go on.

## HELP YOURSELF MAGAZINE

Please buy a copy of the above Magazine this year and help the Nalگو Benevolent and Orphan Fund.

# At Random

By "HYPERION"

"CHEERFULNESS IS THE DAUGHTER OF EMPLOYMENT. I HAVE KNOWN A MAN RETURN IN HIGH SPIRITS FROM A FUNERAL, SOLELY BECAUSE HE HAD HAD THE MANAGEMENT OF IT."—Bishop Horne.

### Mixed Metaphor Handicap

"He rather gathered the impression he might be a kind of cat among the pigeons, if elected. He did not know that he quite wished to fill that rôle, but if he thought a thing should be said, he would not hesitate to say it.

"He was delighted to have Mr. — as a fellow-horse in the shafts. In the past he had crossed swords with him on occasions . . ."

*Report in provincial paper of a speech by newly selected candidate for Municipal election.*

### Food—and Holidays

Food also is a submerged reef upon which the barque of companionate voyage has often foundered. Women, I have found, are less greedy than men, but far more fastidious. They are quite prepared to subsist for a whole day on buns and bananas and have no instinctive desire for a square meal. Some atavistic instinct in them rejoices in an escape from this symbol of domesticity, and thus, whereas the man always likes his table and his chair, his knife, his fork and plate, a woman is quite happy with a newspaper spread upon her lap, and a sponge cake inside it.

Drink also is a frequent subject for controversy. I should never consent to embark upon a travel holiday with any person who was not prepared to drink copiously, variously and, if need be, excessively, all the time. The intoxication of foreign travel, if it is to be fully savoured, must be artificially provoked.—From "Small Talk" by Harold Nicolson.

No; food is not a thing to treat with flippancy. Like all events which gratify the senses, it should be approached anxiously though calmly, and with what Mr. John Drinkwater would call "a fine thoughtfulness."—*ibid.*

Reveller (leaning on policeman): "I pay rates to support you—now you support me!"

### Money

Tavrof used to keep his money stowed away on the very top of his bookshelf, so that to get at it one had to shift the table across the whole length of the room and climb on it. When I asked him whether he did it for fear of burglars he laughed.

"No, not burglars; I'm hiding it from myself," he said. "You see, I hate these climbing exercises, so the money is safe up there. I find that as soon as I take it down, it goes, disappears, evaporates. It may have something to do with the difference in atmospheric pressure."—From "Angry Duet" by Nicolai Grubsky.

### Suggested Subject for a Bateman Drawing

The man at Croyde Bay who insisted on wearing a collar.

### More Howlers

*Income is a yearly tax.*

*Pas de deux: Father of twins.*

*Ambiguity means having two wives living at the same time.*

*Chivalry is the attitude of a man towards a strange woman.*

### Schoolboy Cynic

Milton wrote *l'Allegro*, which means "the Cheerful Man" and *Il Penseroso* which means "the Thoughtful Man." He wrote *l'Allegro* to celebrate his marriage and *Il Penseroso* to celebrate his married life.

### Summary of Economic Problems

A farmer in a railway carriage was questioned by an officious stranger who offered him unasked advice. Finally, he inquired what price he got for his butter, and being told it is a pound, "Why, mon," he said, "you could get it is. 8d. a pound if you took it to Glasgow."

The farmer leaned forward and tapped him confidentially on the knee. "Yes, mon, and mebbe if ye took Loch Lomond to hell, they'd gie ye a shilling a gallon for it."

"Your wife is very systematic, isn't she?"  
"Yes, very. She works on the theory that you can find whatever you want when you don't want it by looking where it wouldn't be if you did want it."

### Gardening Hint

"Can you tell me a way to grow a nice patch of grass?"  
"Yes. Lay a gravel path."

For light relief he lunches occasionally at the Athenaeum, but his heart is in the Church.—*Sunday Times.*

### This Month's Problem

A man, standing alone on a desert island, saw a boat approaching, with three men in it. He could not, however, see whether they were white or black, and accordingly shouted:

"Are you white or black?"

The first man in the boat replied to the question, but the man on the island could not hear what he said. The second man replied:

"He says he is white and he is white."

The third man replied:

"He says he is black, but I am white."

Assuming, for the purposes of the problem, that all white men speak the truth and all black men tell lies, what were the colours of the three men in the boat?

A copy of *The Lighter Side of Local Government* will be given as a prize to the sender of the first correct solution, stating reasons, which is opened. Solutions (if any) should be addressed to "Hyperion," c/o Local Government Service, 24, Abingdon Street, London, S.W.1.





## The First Hundred Thousand

A CHILD at school acquires but little conception of the meaning of large numbers; to a child a thousand is equivalent to infinity. Adolescents, and indeed adults, do acquire a clearer conception of what large numbers mean, but even then large numbers representing individual human beings are difficult to understand. One reads of record attendances at football matches and military displays. These are the standards by which we compare attendances at these functions. How many of us really realise how vast a section of the community is represented by a given number of people? Can any of us appreciate what a huge community is one hundred thousand people?

N.A.L.G.O. has reached a membership of one hundred thousand. Imagine it! One hundred thousand local government officers supporting an organization! If every member of N.A.L.G.O. stood shoulder-to-shoulder, they would form a

line thirty miles long. If every one of the hundred thousand was an active member of the Association, participating in its ancillaries, the strength secured by the strength of purpose of the organization could revolutionise not only conditions of service of local government officers, but of the local government service itself. It is indeed a great achievement.

We are justly proud of our members, but we are proud not only of the quantity, but also of the quality. Consistently the Association has endeavoured to build up an efficient local government service. Its educational work is designed to enhance the prestige of the service so that it will command greater respect abroad, at home, and particularly amongst our local authorities. The Association's Loans Scheme and Scholarships Scheme are designed to encourage officers to study public administration that they may be the better fit for their work—a unique effort on the part of any organization of employees. Our summer schools abroad and at the older university towns in this country, and our programmes of winter lectures organized by area education committees, show clearly to the world that we are interested in service as such and in local

government, in that it reflects on the welfare of the community.

But it is not entirely altruistic. We must remember that the higher the respect in which we are held, the higher will be the price paid for our professional, technical and specialised services. The Association is always mindful of the conditions of service of its members. The question of superannuation has been one which has engaged the attention of the National Executive Council almost since the formation of the Association. After a long struggle we obtained the adoptive Act of 1922, and now in this year 1937 a compulsory measure has been placed on the Statute Book.

One might well ask, "What is the secret of N.A.L.G.O.'s success?" The answer lies perhaps in the fact that it is a democratic organization. Every member should play his part. Most of the ancillaries have been established by the expressed desire of members, or with the approval of members and the promise of their support. Perhaps the most outstanding instance of this is the formation of the Building Society, about the establishment of which there was considerable debate. Members in conference desired a building society; it was created, and to-day every member is proud that the Association has a building society of such magnitude. The Provident Society, Logomia, and the Approved Society are no infants. They have long since reached maturity and continue to flourish. It is hardly a propos at a time when all of us are returning to the office and trying to settle down to the winter's work to mention holidays, but even in this field the Association has tried to meet the needs of its members, and holiday camps and sea cruises have been organized. There is hardly a single field of activity which N.A.L.G.O. does not touch. This can only be achieved because of the united efforts of our members.

## THE 100,000th MEMBER.

Mr. Hugh Clearie is the 100,000th member of the Association. He recently became a member of the Dumbartonshire Branch and by doing so converted the membership number into six figures.

Deciding upon civil engineering as a career, he attended the Royal Technical College, Glasgow, where he was successful in obtaining the diploma of that college in civil engineering.

He joined the Association whilst assistant engineer in the County Road Surveyor's Office in Dumbarton, where he studied the practical side of road construction.

He has been appointed to a post in the Burgh of Kilmarnock, and will take up duties there this month.





# WINTER SPORTS

Sun and  
Snow



## A New Project for N.A.L.G.O.

### The "Why's" and "Wherefore's"

To spend a holiday in Switzerland when Winter Sports are in progress is not by any means a new idea for a holiday. Whilst many Continental folk flock to the sporting centres, it is true to say that only a comparatively small section of the people of this country participate in the sports. Thousands dream of the glorious adventure in such a holiday, but are unable to go for one reason or another.

The idea is not new to the world—perhaps it is not even new to the experience of Local Government Officers—at any rate, it is new to N.A.L.G.O. The idea of Winter Sports for N.A.L.G.O. members follows on as a natural sequence to the idea of Swiss holidays for N.A.L.G.O. members which has been put into practice during the last few months with such outstanding success.

A considerable number of inquiries regarding Winter Sports have been received at Headquarters, one member having intimated his desire to accompany a Winter Sports party if one is arranged. It is likely that there are many other people who would be equally willing to participate, who have not notified Headquarters of their willingness.

It is with the intention of getting into touch with such members that this has been written, in the hope that where enthusiasm is sufficiently strong the notification slip on this page will be completed and forwarded to Headquarters. If, after "sounding" members upon this point, a sufficient response is received, it is likely that arrangements will be made for Winter Sports in Switzerland without further delay.

Switzerland under snow is different from anything that this country can show.

The change is utterly complete, for whilst England is overcast, dull, and labouring under adverse climatic conditions, the Alpine centres are the scenes of crisp, dazzling snow, bright sunshine, dry air and the bluest of skies. The Alps pierce the thickest clouds and bask in the strength of the sun where bathing suits will do for ski-ing, which contrasts markedly with our overcoats and mufflers. You do, there is no doubt, enter into another world.

There are many members of N.A.L.G.O. who are unable to get their holidays arranged during the summer months. That is perhaps a necessity, and those people who take their holidays in late September and October in England usually experience a rather chilly time, which means that they are not getting the benefit from their holiday to which they are entitled. Winter Sports is a solution of that problem. Instead of being doomed to a second-rate holiday at some deserted seaside resort, the late holiday-makers will be able to reserve a week or so of their vacation for Winter Sports still later in the year, but with incomparably better weather conditions.

### Expenses

These, of course, as everywhere else, will depend upon the individual. Tastes differ, and it is not to be expected that the accommodation that appeals to one officer is likely to appeal to another, but, generally speaking, accommodation may be had to suit every pocket. If there is a reasonable demand for this type of holiday, only selected hotels will be used by our members. Few agencies for travel abroad have yet arranged their winter programmes, and we are not at the moment in a position to furnish members with details of the cost. That will come later.

It may be of interest to note that it is not necessary to invest in an expensive winter sports outfit, although perhaps that may be the impression which maintains in many minds. The cost of skis and other equipment will be included in the charge made. Other items that will be included without additional charge are: entrance to ice rinks, season ticket on various railways, afternoon teas, daily baths, evening entertainments, etc.

The approximate estimated cost will be £12 for 9 days and £20 for 16 days. Travel arrangements will be the same as for previous Swiss Holidays organized by N.A.L.G.O. The cost of instruction for beginners will be included in the charge made. Perhaps ski-ing is the most popular of all winter sports; then there is tobogganing and skating, and for the non-athletic visitor the sport of the curling rink is a very great attraction. There are many books on all these subjects which can give a far more vivid description of the sports concerned than can be crowded into the compass of this short article. Then there is the social side: the social side that starts when darkness falls, the gaiety and fun that begins when day is done. Bridge for some, dancing for others, cabarets or carnivals, or a quiet chair, a smoke and a yarn about the day's doings; you may do whichever pleases you.

### NOTIFICATION SLIP

To NALGO, 24, Abingdon St.,  
London, S.W.1

I contemplate spending.....weeks  
in Switzerland, for winter sports.  
Please send me details of any arrange-  
ments that N.A.L.G.O. makes for such  
holidays.

M.....



# A Boy can look at a Borough

Youth has a look at Civic life at the invitation of the Southampton Branch. Robert F. Leslie (aged 18) thinks Southampton enterprising, but says there is still room for improvement.

THE High Street of Southampton does not differ to a great extent from the main street of any other town, but it is typical of the development of this town. Though many of the shop fronts are modern in design the upper storeys show that until comparatively recently the High Street was a road of dignified Georgian houses. The Dolphin Hotel still bears traces of the days when men travelled to London by stage coach. There are few smoking chimneys in Southampton, chimneys that are a regular feature of the landscape in industrial towns. There are many other signs from which we can infer that Southampton was never affected by the Industrial Revolution. Southampton, like most of the South Coast towns, has been spared the evils of Industrialism, the squalid, narrow streets, insanitary back-to-back houses, and the lack of the ordinary decencies of

life. It would be unfair to judge the rest of Britain by the standards that exist in Southampton. In our consideration of the finances of this town we must remember to demand a more enterprising policy than a town like Merthyr Tydfil is able to carry out.

There are many advantages that we in this highly civilized age are apt to forget, advantages that separate us from the terrible conditions of the Middle Ages when life was precarious and shortened by disease.

The police protect us from robbery, a peril which soon reappears when once restraint is removed. Irresponsible persons soon resort to pillage and looting when the executive is disorganized. Again, the fire brigade, which is often impotent to prevent the destruction by fire of the houses of individuals, nevertheless prevents a general conflagration

such as occurred in the Great Fire of London. The security of the citizens' lives and property is the primary care of the local administration as it is the primary care of the national government.

## Disease not so prevalent

Second in importance to the safety of the citizen is the sanitation of the town. The disposal of sewage and its corollary, the removal of domestic refuse, are activities of the corporation without which life would be intolerable. They are the main reasons why disease is not so prevalent as it was in the Middle Ages and still is in the East. Even to-day in the East, where sanitation is often totally disregarded, plague and leprosy are still common. The Chinese Government is forced to detail whole battalions of soldiers to watch the approaches to towns lest a leper or a person with plague enter and spread the epidemic. We are no longer a prey to these curses because of the emphasis that has been placed upon a proper sewage system.

## Roads more important

Thirdly, the care of the roads is a vital necessity. The Romans were the first to realize the importance of roads, and they connected their camps by straight and solid roads of lasting qualities. After the evacuation of Britain the succeeding inhabitants were content to use the Roman highways, except where they employed as their engineer the "rolling English drunkard." The result was that in the '45 rebellion the English armies were hampered by the swamps that were called roads. To-day the roads are even more important. The motor car is becoming the normal means of transport of everyone. The repair of the highways is imperative. Owing to the increased speed of the motor car we must now remove the hairpin bends and blind corners that delighted the rolling English drunkard so much. The roads and streets of Southampton are in the main excellent, except the notorious Commercial Road area, which is at last receiving attention.

## Care of the destitute

The fourth necessity of the local administration is the care of the destitute and the mental defectives. We cannot allow men and women to starve in our

streets. We cannot allow lunatics to roam the town as a potential source of anxiety to all. Purely humanitarian motives force us to do this. The care of these unfortunates, though essential, absorbs a large part of the town's income. Until trade conditions improve substantially we must continue to support the destitute, but in the case of hopeless lunatics the problem remains for ever unless we resort to the callous method of Euthanasia for them. This method is undesirable in the cases of adults who have possibilities of recovery, but it seems better to remove mental defectives when young rather than to allow them to remain as an everlasting burden to the community. As opinion is divided on this matter it is wiser at present to disregard it and to continue with the present system.

There are many other minor necessities that the local government must provide, such as baths and wash-houses. The need for these is only too obvious.

So far I have only mentioned matters that excite little discussion or comment. The rival political parties stand together on these points and do not divide as they do in the other questions that must now be treated. In controversial matters one side generally advocates more lavish expenditure and the other is inclined to remember that whatever policy is carried out the ratepayer is obliged to pay for it, and that he is already hard-pressed by the existing taxes.

## Housing problems

One of the questions that excites most interest to-day is the housing problem. Before the Great War it was possible to build a house for the manual labourer and charge him a rent that was well within his reach. Owing to the rise in the cost of building materials this is no longer possible.

The solution has been for the local authorities to build the workman's house at a loss and to have the loss made good by the government. Even so, the local authorities are often unable to receive a rent which is low enough for the casual labourer and very often he is forced to live in overcrowded conditions rather than take the council house that is provided for him as alternative accommodation when his own house is demolished as

insanitary. This does not occur often in Southampton, which has a slum problem which, although minute compared with that of London, yet has its own peculiarities. The dock labourer often finds himself unable to rent the council house he desires because the housing estate is too far from his work, and the cost of transport would be too much for his meagre income. On the other hand, if the council builds blocks of flats near the docks there is very often no room near those flats where the workmen can have an allotment where he can add to his resources by his efforts to produce vegetables. The solution that the council provides for the housing problem is sometimes satisfactory and sometimes unsatisfactory to the tenants themselves, but we should remember that the worst corporation house is vastly superior to the slum dwelling. The town profits immensely from any clearance of unworthy dwellings both as regards the physique of the townsfolk and as regards the beauty of the town itself. It is much more pleasant to see blocks of flats, which

(Please turn over)

The Southampton Branch has recently organised an Essay Competition, divided into two sections; first for secondary schools and the second for elementary schools. The subjects were "How does the town profit from rate expenditure?" and "Give the main activities of a Town Council and say how they affect every one of us."

Robert Leslie, of King Edward School, was the winner of the first prize of £1 10s., and his excellent entry is published in full on this page. We also publish an extract from Maurice Connolly's delightful essay, submitted in the elementary section.

By this effort, Southampton Branch is doing its share to educate the Community in the work that is being done for Public Well-being by the Local Government Officer.



are spick and span, though often not æsthetic triumphs; than to see depressing and tumbledown houses in little alleys which seem never to have seen the light of day. In the past year the whole atmosphere of Orchard Lane has been altered by the erection of clean blocks of flats in place of some unsavoury and evil-smelling courts. There are several areas in Southampton which need improvement, but if the council continues in its good work these will soon disappear and be replaced by habitations that are fit for human beings to live in and which will enable them to become good citizens. The council houses of Southampton are often more securely built than houses that have cost twice their price, but very often they are too small and there is a danger of overcrowding on these estates. Moreover, it does not encourage people to have more children when the house they live in is too small to house more than a man and his wife and three children at the moment. If, as economists tell us, the declining birth rate is a serious problem, the corporation must take its part in stemming the decrease. Nevertheless, any remedy for the slum problem is better than none, and we all ought to be sincerely thankful for what has been done so far.

#### Health—and Malnutrition

During the post-war years increased emphasis has been laid upon the nation's health. It is useful to provide facilities for the ailing to be examined and given treatment.

No sane man can condemn any institution that aims at saving human life. But the most important question is this. What is the use of treating a patient for a disease which he might have avoided if he had only had proper food before the treatment? Sir John Orr has recently given an alarming picture of the widespread malnutrition that exists in this country. We are only just beginning to realise the importance of this. In maternity homes the poor mother is given advice upon what food she must take during her pregnancy. In extreme cases she is often aided. Again, in many schools free meals are supplied to the poorer children. Cheap milk is supplied in all schools. There are many nursery schools where free meals are provided and the system has been extended to the elementary schools proper. However, the problem of malnutrition has scarcely been touched. Young men cannot be physically fit if they are underfed. The problem does not end there though. Those young men are bound to give their weakness to their children, and so the health of the nation becomes lower every generation. There are various cures for tuberculosis under consideration, but they are only cures which might have been unnecessary had the poorer classes been properly fed in the first place. However, these points are merely the shortcomings of the efforts of the local government authorities to combat disease. The most important point in the health programme is that, whereas slum clearance will only benefit the slum dweller, the local clinics are at the disposal of everyone who wishes to attend them. We ought to be thankful that we do not live in the last century when medical and surgical knowledge was limited. In those days the only anæsthetic was strong spirit and it was not unusual for the candle grease of the operating theatre's lights to drip into the gaping wound of the patient. Florence Nightingale was the first to expose these brutal conditions so

that to-day we are sure of a sympathetic treatment.

#### More Parks wanted

In connection with health, it is necessary to mention the money that the town spends upon recreation grounds. Southampton has much more room for these grounds than many industrial towns, but there is a serious lack of space for sport. Every available patch of ground is used for this purpose, but still there is not enough room. It appears that this shortage of ground is only temporary, and will be solved when the reclaimed land on the western shore is used. Recreation grounds are vitally necessary in a town where there is little opportunity of exercise during the week. It is only in this way that the sedentary worker can remain healthy.

#### Raise the school-leaving age

Lastly, we must consider the educational facilities provided in Southampton. In this matter the local authorities are entirely in the hands of the central government. It is obvious that at the present moment the child leaves his school at an age when his development, both physical and mental, is incomplete. It is obvious to all connected with education that the school-leaving age should be raised to sixteen years, but the government is unable at the moment to comply with this request. Therefore, a compromise has been reached whereby one year is added to the school-leaving age. This must only be preparatory to another advance. Elementary schools are open to all classes. The education provided there at the present day is hardly satisfactory, but soon there will be a vast reorganization which will give the elementary school pupils a more advanced education. At the present children are taught how to read and write, add and subtract, but not how to think. The result has been that men and women are led away by slogans and catch-phrases, by cheap newspapers and misleading advertisements. The aim of education is to develop the critical faculties. If it fails to do this it is not education. The new system that is soon coming into force will provide this country with better citizens. It is folly to ask men and women to vote if they do not understand the issues at stake. In a true democracy the masses must be well educated.

#### Rates not outrageous

Now that the individual items have been considered let us examine the rate as a whole. It is 13s. 0.46d. in the pound, but this is reduced by Government grant and various sources of income to 10s. 0.80d. which the ratepayer is asked to contribute. It is not an outrageous rate. It is comparatively small compared with the rates of Merthyr Tydfil, and other towns in the Distressed Areas where the rates reach the seemingly impossible figure of almost thirty shillings in the pound. We have much for which to be content.

Southampton can well afford to introduce a much more progressive programme. Indeed, it has now one of the most enterprising corporations in Britain. The needs of Southampton are not great, but there is room for improvement. Southampton is not rid of slums, the health services might be improved, and, above all, better educational opportunities are needed. However, taken as a whole, the citizens of Southampton may well be contented with the position of their town.

ROBERT LESLIE.

#### School Essay

We regret that we are unable to publish in full the delightful essay written by Maurice Connolly (aged 14) which is written in that happy style, so apt to remind one of one's own writings at school.

### How the Activities of the Town Council Affect Us

As we all know, a home cannot be run without good governing and strong discipline. The father of the house is generally the head, and he has to know how he is going to spend the money and do other important things. You may wonder how and what this has got to do with my essay, but really it has quite a lot to do with it, for it shows us how essential are rules and that no organisation can be run without them.

The same applies to a Town Council. It must have its head, who is the Mayor, and he is the first citizen of the town, and is elected by the Town Council, often referred to as the Corporation, but really all the citizens form the Corporation. You may think that we have nothing to do with the electing, but we have. The town is divided into wards, and each year there are Municipal elections, and if the people want to return a special man to the Council they vote for him, and if he gets the majority of the votes he is returned to the Council, so that really we have something to do with the electing of a mayor. These councillors elected by the citizens of Southampton do what the people think fit, and the citizens put faith in them. The work of the Council is to see that the town is in a good condition, and if it is not they have to see that something is done about it.

The spending of the money is probably the most important of their whole business, while making laws is another serious business also.

The Corporation have to pay special engineers and other trained men to look after certain jobs for them, police, health, education, highways, transport, parks, baths, libraries, water, electricity, gas, and many other services to be looked after. We are very fortunate, for we use six or seven of the supplied services when we rise in the mornings and go to school. When we rise in the mornings we want a wash, and we just simply put a kettle on the gas or electric stove and it is heated in four or five minutes. Having finished with the dirty water we pour it down the sink. This is where the good drainage comes in. On winter mornings it is fairly dark when we rise, so we have to light the gas or switch on the electricity, another one of the Public Services, and finally we walk to school on well-paved streets.

MAURICE CONNOLLY

#### Haldane Essay Competition

The Haldane Essay Competition has been thrown open to members of the Public Service generally, and is not now restricted to members of the Institute of Public Administration alone.

Accordingly, entries are invited from Civil Servants and from officers of the municipal and other public authorities. The Haldane prize of £10 and a silver medal will be awarded to the writer of the essay which is regarded as forming the most useful contribution to the study of public administration. Competitors may choose any subject which lies within the field of public administration.



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Professor Hilton on November 19th, 1936, from the B.B.C. broadcast a warning. The warning was to the effect that while there are many really good and reliable Colleges teaching by correspondence, there are many others which are colleges by name only. He said some so-called colleges rented a couple of rooms in a large building in a well-known street. Some made great promises which they did not intend to fulfil. Some claimed successes they could not prove. In some cases the names of prominent men were quoted who were in no way connected with the working of the college.

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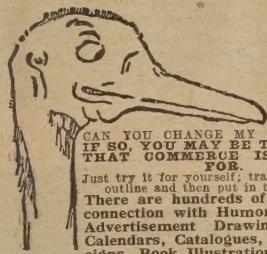


*J. Bennett*

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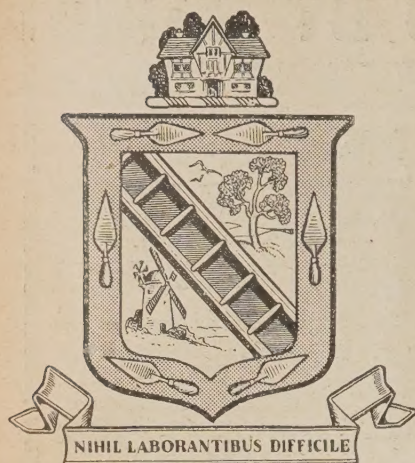


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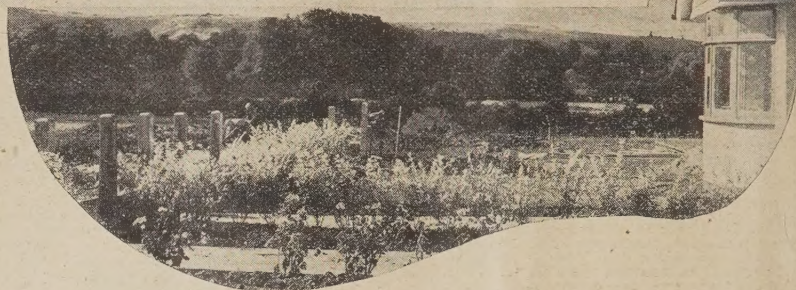
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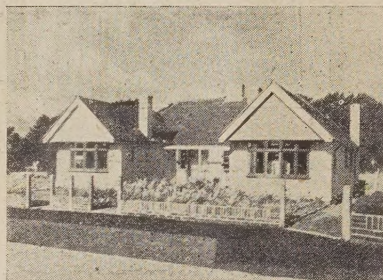
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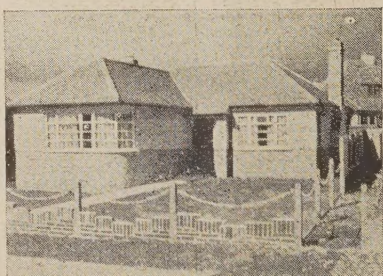
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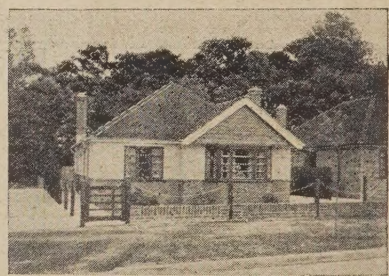
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# The Service and the Honours List

"No one," writes Sir Huber Sams, Bursar and Fellow of Peterhouse, Cambridge, to the Editor of 'The Municipal Review,' "will grudge the honours that fall to distinguished officers of the Fighting Forces and of the Civil Services. They are well earned.

"But should there not be an Order of Civic Chivalry," he asks, "to be styled with His Majesty's gracious permission 'The Royal Georgian Order,' exclusive to those who, by their service in Local Government, voluntary and paid, deserve well of the community?"

"In 1935, when the Jubilee of His Majesty King George V and the Centenary of Local Government coincided, an opportunity might have been taken to mark in some signal way the appreciation of the nation for the splendid work done up and down the country by the various bodies composing Local Government. Just as the branches of certain Orders are exclusive to the Fighting Services, Indian Orders to service in India, and the Order of St. Michael and St. George to service in the Dominions and Colonies, so the 'Royal Georgian Order' might be exclusive to service in Local Government. In that way, Mayors of Corporations and Chairmen of Councils (who, before they reach these positions, have already put in years of hard, unselfish work), and other County and City Fathers, would find their great services honourably appreciated. The suggested Order should also honour the paid officers, by whose ceaseless devotion to duty Local Government has achieved its remarkable success."

\* \* \*

This provoked some correspondence, for the Editor of the "Municipal Review" shortly received a letter which spoke of the very great interest the writer had in Sir Hubert Sams' letter. The writer expressed appreciation of the fact that Sir Hubert included the officers of Local Government Authorities within the terms of his proposal for a "Royal Georgian Order" of Civic Chivalry. Members of the Local Government Service would greatly value this tribute to their devotion and duty. The letter continues: "As a local government officer I have often been amazed at the way in which our service and profession is overlooked in the matter of public honours and social recognition. I have myself done nothing to merit such honours. There are, however, many who, had they been civil servants, would undoubtedly have been made members, officers and companions of an order of chivalry. It is truly surprising and regrettable that the Centenary of Local Government, the Jubilee and the Coronation, should all have passed without any such recognition of the work of local government officers. The Coronation Honours List was generous in its awards to civil servants—many of them of far more humble rank and employment than the chief officers of counties and county boroughs—and to members of the forces of the Crown. I have, however, failed to find the name of even one local government officer in the list.

"In other respects, too, the local government service occupies a position of clearly marked social inferiority as compared with the national civil and military services. This surely calls for insistent and effectual protest by the various associations of officers and local authorities. 'Who's Who' ignores the local government officer, sometimes with remarkable results, for it recognises the professions from which some of the higher posts in the local government service are recruited. Kelly does not include us even among the 'Official Classes.' The regulations for presentation at His Majesty's Levees are significantly silent regarding the local government officer. A press report before me describes the last levee at St. James's Palace, when 'soldiers, sailors, clergymen, civil servants, and other distinguished figures were in the long stream of men who were presented to the King'—but no local government officers. The 'distinguished figures' included young men only just gazetted as second lieutenants. Members of all the professions named have a right to apply for presentation and are directed to whom to make their application. Surely similar regulations and directions should be issued for local government officers occupying positions of comparable responsibility. In these democratic days the Sovereign should not be denied that personal touch with local government officers which he has so long enjoyed where civil servants are concerned.

"I do not feel competent to comment usefully on Sir Hubert Sams' suggestion for a special Order of Civic Chivalry. It might be better to suggest a just and proper proportion of places in the knighthood and the various ranks of existing orders.

"I have written from the point of view of an officer, but I do wish to make it clear that the claims of those who give voluntary service in the work of local government—as local government officers do in other spheres of activity—should come first."

\* \* \*

An inspired article in the February, 1931, issue of "Local Government Service," from which the following is an extract, raised this question but the old system of selection for honours appears to go complacently on.

"A point arises here which I am sure has presented itself to many minds in recent years and that is the very sparing recognition of local government officers in the half-yearly honours lists. Surely the local government service deserves more sympathetic treatment. After all, there is precious little money, but much anxiety and responsibility in the administrative work of local government. Our part of the public service is of equal national importance to the Civil Service, and the Fighting Forces, but in the respective numbers of those who receive honours there is no comparison. A crumb of comfort drops occasionally from the Civil Service tables on to the local government floor and we are, like the 'lower orders,' expected to know our places and be thankful. Public Health administrators may be responsible for the health and welfare of a large community

at home, but when it comes to honours one stands a much better chance of being elevated in the social scale by the adoption of an aggressive attitude towards an almost unknown tribe on the outposts of the Empire.

\* \* \*

"Who and Why? Now I want to strike a serious note. Who prepares the list of names for submission to the higher authorities? Probably the answer to that question will give the reason why we get such meagre recognition. Kissing goes by favour, although sometimes kisses can be bought in the name of Charity, but that is only my whimsical other self obtruding. Here is an important issue, and I put forward the suggestion that the National Executive Council could do a real service to local government by pursuing the question and endeavouring to get established a small number of persons appointed in whom the Prime Minister of the day would have complete confidence, to prepare a list of names of local government officers worthy of recognition. Dare I put forward the idea that the quota principle should be adopted as a preliminary basis of distribution?"

"Perhaps my abysmal ignorance of the way honours are bestowed leads me astray, and perhaps the suggestion that the N.E.C. should take the matter up will be without influence. But I am sure of this, that no one will seriously contend the point that local government officers have been fairly treated in this matter. More general recognition would have a tremendous effect upon the dignity of the service and stimulate the highest ideals in local public administration."

## Diploma in Public Administration

Following on the institution of a Diploma in Public Administration under the University Extension and Tutorial Classes Council, the Nalگو Correspondence Institute has made arrangements for all study material in their course for the Diploma in Public Administration Examination to be thoroughly revised.

Details of the regulations governing the new Diploma in Public Administration and particulars of N.C.I. Tuition therefore can be obtained from the General Secretary. The Nalگو Correspondence Institute is able to announce that 80 per cent of the N.C.I. Students sitting for the External Diploma in Public Administration Examination of the London University (the syllabus for this is identical to that for the new Diploma) were successful in July, 1937.

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# NATIONAL ASSOCIATION of LOCAL GOVERNMENT OFFICERS



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Divisional Secretaries:

Metropolitan and Eastern Districts and London County Council Branch: T. M. Kershaw, 24, Abingdon Street, Westminster, S.W.1. Telephone: Whitehall 9351.

North Western and North Wales District: Haden Corser, 2, Mount Street, Manchester. Telephone: Blackfriars 7668.

North Eastern and Yorkshire Districts: W. Cecil Wood, 12, East Parade, Leeds. Telephone: Leeds 24861.

East Midland, West Midland and South Wales Districts: J. E. N. Davis, Prudential Buildings, St. Philip's Place, Birmingham, 3. Telephone: Central 1836.

South Eastern, Southern and South Western Districts: F. Thomas, Room 60, Somerset House, Reading. Telephone: Reading 3880.

Scottish District: J. M. Mortimer, 67, West Nile Street, Glasgow, C.1. Telephone: Douglas 404.

## COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the cost-of-living index for the past six months: April, 51; May, 52; June, 52; July, 55; August, 55; September, 55. The percentage increases in each of the five groups on which the index figure is based are as follow:

	July	Aug.	Sept.
Food ..	40	40	40
Rent ..	59	59	59
Clothing ..	105	105	105
Fuel and Light ..	75	75	80
Other items ..	75	75	75

## IMPORTANT DATES

October 8.—Meeting of the Committees of the National Executive Council in London.

October 9.—Meeting of the National Executive Council in London.

October 31.—Branches to remit all monies due to the Association to Headquarters. Summary sheets to be forwarded to Headquarters as soon as possible. District Committees to furnish Annual Reports and Financial Statements to Headquarters.

## HEADQUARTERS AND BRANCHES

The following circulars have been remitted to branch officers:

### AUGUST 31

#### 66/LOG/37

(To each local correspondent of Logonia.)

Stating that a cheque in respect of introduction fees will shortly be forwarded to the branch treasurer and enclosing statements showing the manner in which the amount has been made up.

#### 67/LOG/37

(To each local correspondent of Logonia.)

Enclosing a copy of a circular which has been prepared for circulation to members, showing the benefits accruing from life assurance and setting out a form for ordering additional copies.

### SEPTEMBER 7

#### 68/SA/37

(To each branch secretary.)

Concerning the sale of "Help Yourself" Annuals.

#### 97/GEN/37

(To each branch secretary.)

Concerning applications from branches for the increased rebate of 40 per cent.

#### 98/GEN/37

(To each branch secretary.)

Stating that a celebration dinner to mark the passing of the Local Government Superannuation Act, 1937, is being held in London on December 18.

### SEPTEMBER 9

#### 69/ORG/37

(To each branch secretary.)

Drawing attention to the article on the Local Government Superannuation Act, 1937, by the Legal Secretary which appeared in the September issue of "Local Government Service," enclosing two copies of the article printed in pamphlet form, and stating that further copies of the pamphlet may be obtained. Drawing attention also to the circular (No. 1644) issued by the Ministry of Health on the Superannuation Act.

#### 99/ED/37

(To each branch secretary and education correspondent.)

Enclosing a copy of the 1937-38 prospectus for the N.A.L.G.O. Correspondence Institute and stating that further copies are available.

#### 100/ED/37

(To each branch secretary, area education committee and education correspondent.)

Giving particulars of a diploma in Public Administration which has been established under the auspices of the London University Extension and Tutorial Classes Council.

## 101/ED/37

(To branch secretaries and education correspondents.)

(a) Giving various facts about the courses conducted by the N.A.L.G.O. Correspondence Institute.

(b) Giving a list of successes of Correspondence Institute students.

## "N.A.L.G.O. HOLIDAYS" REUNIONS

### NOTE THE DATES

#### LONDON

Saturday, February 12th, 1938

Tickets 2/6 each. (Running Buffet)

#### MANCHESTER

Saturday, March 26th, 1938

Tickets 3/6 each (including refreshments)

Tickets obtainable from:—

N. A. L. G. O.

24, Abingdon Street, S.W.1.

## (METROPOLITAN DISTRICT)

### THE SEVENTEENTH ANNUAL

## REUNION

AND

## BOHEMIAN CONCERT

FRIDAY, 19th NOVEMBER, 1937

7-15 p.m. prompt

QUEEN'S HALL,

LANGHAM PLACE W.1

— ARTISTS —

THE WESTERN BROTHERS

"Kenneth" and "George."

GARDA HALL

Soprano. 1

THORPE BATES

Baritone.

JANE WORTH & NORA SAVAGE

Comedy Entertainers.

BENNETT & WILLIAMS

Two Jovial Boys with their Fono-fiddles.

LEONARD HENRY

Entertainer.

ARTHUR ASKEY

Comedian.

SID PLUMMER

The Zyl-Fool.

Organist and Accompanist—PHILIP HENRY

Presentation of Sports Trophies  
by the President of the District  
Committee.

Prices of Admission (including tax)

Area & Grand Circle, 2/6. Balcony, 1/6

The whole of the proceeds from the Sale of Programmes (price 3d. each), together with any Profit arising from the Concert, will be handed over to the Nalgo Benevolent and Orphan Fund.

Applications for Tickets should be made immediately to your Branch Hon. Secretary.



# LOCAL GOVERNMENT SERVICE

*Editorial Offices: 24, Abingdon Street, Westminster, London, S.W.1. Telephone: Whitehall 9351 (6 lines). Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration. No payment will be made for contributions unless they are specially requested by the Editor. Authoritative local news on matters having more than a purely local interest is welcomed. Legal and other inquiries relating to Local Government will be answered promptly. All communications should be addressed to THE EDITOR.*

*Advertisement Offices: A. Darby's Advertising Service, 24-26, Water Lane, London, E.C.4, to whom all advertisement communications should be addressed. Replies to Box Nos. must be sent to A. Darby's Advertising Service. Telephones: City 6686 and 6687. Telegrams: 'Darbiads, Cent, London.*

## Local Government

# A New Model

HOW many of our cities boast of their antiquity! One is even to-day amazed at the amount of parochial patriotism still existing. Perhaps the reason for this is the development of Local Government, without any preconceived plan, city by city. During the whole course of the evolution of local government, little reference has been made to its work, in Parliament. It is only within recent years that local government has been discussed in the House; indeed, it is only within the last decade or so, that Parliament has ever attempted to examine the local government machine. It is pleasing to see that the question of the organization of the whole of local government has not been permanently shelved.

Mr. Herbert Morrison recently asked the Minister of Health during question time in the House, whether His Majesty's Government were considering the reorganization of local government in various parts of the country on a regional basis, and whether he could make any statement on the matter.

Sir Kingsley Wood gave an emphatic "No!" but he continued: "I am glad to have an opportunity of clearing up misunderstanding which appears to have arisen. The recommendations of the Tyne-side Commissioners raised certain general principles, and I thought it proper that I should have the benefit of the advice on this general matter of the associations of local authorities in the provinces, with whom I accordingly communicated, as well as the observations of the local authorities particularly concerned. I do not expect that the associations will be in a position to furnish me with their observations for some time yet. I should add that the particular recommendations of the Commissioners in regard to the organization of local government on the Tyne-side are still under consideration, and I have not yet received the observations relating to that issue of all the local authorities concerned."

For many years we have been content to allow local government to follow a haphazard process of evolution without deliberate guidance. Are we to remain content with this attitude to the most important section of public work in the lives of the Community? Most people will concede the point that there is room for planning in local government, and that the time is rapidly drawing near when the whole system should be analysed and perhaps remodelled. Who is to remodel the system of administration? Obviously, the Government should play a prominent part. Equally so, the various local authorities, and last but not least, the officers serving those authorities. The present system of administration is a kind of two-way stream. The National Government introduces legislation which local authorities are called upon to administer, but a more important factor is the frequency with which the central government is inspired to introduce legislation as the result of experiments conducted in large towns by the local authority. Many cases can be recalled where a local authority, under one of its by-laws, has undertaken some experiment which has proved successful. Other towns have followed the pioneers, and ultimately the central government has introduced legislation to encourage the scheme and to endeavour to introduce uniformity. That is the true course of democracy.

But democracy must be speeded up to-day if it is to keep pace with modern requirements. The co-operation of the central government and all local authorities and their officers could, if they would, make our local government machine a modern thing. Local Government exists to serve the community. There are, at the present time, many bodies performing services of great value in enhancing the welfare of the community. These bodies cannot be ignored in any review of the community's services. This remodelling can hardly be done at one stroke of the pen. It will necessarily have to be accommodating, it will have to be generous, but once we have decided on the objective we wish to

attain, all the bodies concerned must co-operate to achieve that end.

The Council of Social Service is, in many areas, undertaking valuable work in an effort to improve the lives of those who are so unfortunate as to reside in "special" areas. There have sprung up in recent years Community Associations where the particular needs of a given district are discussed, and efforts made to secure the perfect administration of that particular district. The Prime Minister is shortly to launch a campaign of Health Education. For this campaign to be successful, it will be necessary for the national efforts to be supported by local communities. Local authorities, community associations and many local bodies can do much to translate into practice the desires of the government so far as health education is concerned. But why all these bodies, striving for the same end without any attempt at co-ordination? The ideal system would be one in which the whole of these services, paid or voluntary, were co-ordinated into one great movement. Such an ideal cannot be attained easily. We must, however, realise that we are attempting to reach the same objective—service to the community. It has been said already that the local government officer must play a prominent part in securing this objective. Where does N.A.L.G.O. stand in this matter? Are we to remain aloof, satisfied to endeavour to regulate things so that we may ourselves lead a better life, or are we to look further and to endeavour to expand the scope of our duties, and our efforts, and to secure an improvement in the lot of every citizen? Surely, without being unduly altruistic, the latter must be the case. We must, therefore, make every effort to co-operate with the bodies serving the community, and attempt to secure by our undivided efforts, an enhancement in the social welfare.

A committee of the National Executive Council will, in due course, consider the suggestions of the Prime Minister with regard to Health Education, and the National Council will advise branches as to how they can suitably co-operate in the administration and encouragement of the Health Campaign. Let us have vision. Let us expand the scope of our activities as wide as possible, in the interests of the community. Let us not grow dull in the day-to-day administration within the precincts of the Town Hall.

## It is with great regret

that we announce the death of Mr. A. V. Kimber, of Bournemouth, which occurred on Thursday, September 23.

Mr. Kimber was Treasurer of the Bournemouth Branch some 20 years ago, becoming Secretary five years later upon the retirement of his brother. He has attended the Annual Conferences for many years past, and those who have met him at Conference will particularly regret the loss of such a charming personality.

His work for the Benevolent and Orphan Fund has been admired by those who know what he has done. He was a member of the Benevolent and Orphan Fund Management Committee for ten years.

He was also Chairman of the Southern District Regional Committee up to the time of his death.

To Mrs. Kimber and relatives we offer the sincere condolences of the Association in their sad bereavement and the passing of one who has done so much to improve the lot of his fellow men.



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### Prospectus

and Guide to the London University B.Sc. Econ. Degree may be obtained post free from the Director of Studies, Dept. RH 82

## Wolsey Hall, Oxford

DIPLOMA CORRESPONDENCE COLLEGE LTD.

## HAVE YOU HAD A HAPPY HOLIDAY?

Write and tell N.A.L.G.O. of the address at which you stayed if you consider it worthy of the Nalgo Holiday Guide.

Many thanks for your assistance in compiling the Guide in past years.

Please write to:

The Secretary, N.A.L.G.O.  
Special Activities Department,  
Westminster, S.W.1.

## HOW TO DEAL WITH GASTRITIS

If you are familiar with the pain and distress accompanying that common stomach complaint—Gastritis—you will be glad to know how to get rid of it by quite simple treatment.

Perhaps you do not know that the inner lining of your stomach is a delicate mucous membrane. Through the glands of this membrane are poured into the stomach from ten to twenty pints of valuable gastric juice every day, indispensable for properly digesting your food. A little inflammation disturbs the functions of these glands with painful consequences.

Over-acidity starts the trouble. You get that "blown-out" feeling or a sensation of heaviness pressing on the stomach. Pains are felt between the shoulder or in the upper abdomen, and perhaps there is sickness. Although you could not expect to remedy all this completely in a day or two, you get immediate relief by taking Maclean Brand Stomach Powder, the scientific alkaline treatment which has proved its value in thousands of cases of acute and chronic gastritis.

Regular and persistent use of this powder completely restores the stomach and digestive system to its normal functions; you get the pleasant sense of well-being that comes from a properly nourished body, and discomfort disappears like an ugly nightmare.

See that you get only THE GENUINE MACLEAN BRAND Stomach Powder—it has the signature "ALEX. C. MACLEAN" on the bottle and carton. 1/3, 2/- or 5/-. Powder or tablets.

# General Literature

by Jonas Praps

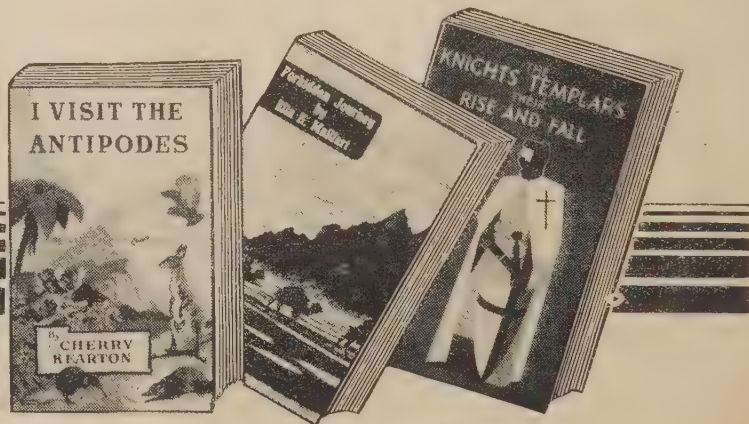
### Old Favourites

I THINK it was listening to Solomon playing my favourite Nocturne of Chopin's on the wireless which suggested to me the idea of writing of old favourites. Possibly, too, the fact that publishers' announcements just now are of books to come rather than books issued influenced me. Whilst waiting for them to be published why not try some old favourites. Renew acquaintance with that prince of short story writers "Saki" (H. H. Munro). His "Complete Short Stories" is a feast of good things. "Laura," for example, or "Esmé" and "Tobermory." Saki has been compared with O. Henry. Both are masters of the short story art, and Stacey Aumonier may be classed with them. Did you miss "Poet's Pub" when it first came out? It is now done by Jonathan Cape at 2s. Eric Linklater has not done anything better. It satirises the hotel clients, tells a good story, has humour, pathos, and thrills, but none are overdone, and it is not nearly so sensuous as some of his more recent books. If you have a flair for the heroics of the Middle Ages when soldiers had a personal interest in the game, read "The White Company," by Conan Doyle, or Coryn's "Black Mastiff." Apart from their adventurous glamour they have atmosphere—the atmosphere of the period. What are in common parlance called "bloods" are turned out wholesale whatever the season, but do any of them surpass in style or interest Edgar Allan Poe's, "The Murders in the Rue Morgue," or "The Mystery of Marie Roget." For real mystery "The Moonstone" by Wilkie Collins deservedly lives whilst hundreds are forgotten. If your trend is travel, has any more delightful travel sketch than Stevenson's "Travels With a Donkey in the Cevennes" ever been written? It can be read and re-read. The idiosyncrasies of the four-legged Modestine are always entertaining. Then, too, C. A. W. Monckton's "A New Guinea Resident Magistrate," done in two volumes in Lane's Week-end Library, is so enthralling that the individual to whom I lent the first volume of my copy has failed to return it. I hope he reads these

notes.—Will not someone start an "Old favourites book club"? It would be more interesting than "Right" or "Left."

### Recent Publications

"The Spirit of Paris" (Batsford, 7s. 6d.) is rightly named for in its pages Paul Cohen-Portheim faithfully portrays the life of the city he loved. Its streets, squares, parks, artistic life, theatres and social life. The book is much more than a guide; it is more intimate and the descriptive portions are excellent. It is, moreover, beautifully illustrated.—The Trial of Buck Ruxton" has been added to Hodge & Co.'s "Notable British Trial Series" (10s. 6d.). The case is interesting in that it is one of the first to illustrate fully the value of science in detecting crime. The evidence is given in full with an introduction.—Some little time ago I drew attention to Peter Fleming's book, "News from Tartary," recording an adventurous journey from Peking to Kashmir. He met Mlle. Ella Maillart, another journalist en route, and they journeyed together. Now the latter has given us her account of the journey in "Forbidden Journey" (Macmillan, 12s. 6d.). It is an excellent example of endurance in what was a most hazardous expedition.—Cherry Kearton writes entertainingly in "I Visit the Antipodes" (Jarrolds, 8s. 6d.) of his personal experiences in Australia and New Zealand. His primary intent was to study the fauna of the countries in natural haunts and the illustrations are chiefly of animals and birds. There is, too, some good descriptive matter of places he visited and appreciative reference to the interesting people he met.—The history of the Military Orders of the Middle Ages is a fascinating study and there are few (and mostly old) books in English dealing with that section known as the Knights Templars if one may judge by the bibliography in "The Knights Templars: Their Rise and Fall" (Duckworth, 15s.). G. A. Campbell has already done one book on the Crusades and his latest is probably the most complete account of the Order. He has done his work well. Their trial, persecution, and suppression are among the most enigmatical incidents in history.





# Scottish Notes

THE most important Scottish news of the month is that our Whitley Council has now been properly established and has begun to function. The first meeting of the council was held on September 8 in the City Chambers, Edinburgh. Lord Provost Nimmo of Perth presided over the meeting at the outset, and in the course of his remarks he said that the movement to set up the Joint Industrial Councils was started in 1934 when representations were made to the Ministry of Labour from various quarters. Inevitable delays had occurred but now the councils were definitely established, and although these bodies were only entitled to make recommendations, he saw no reason why, with patience and goodwill, they should not become the recognised and approved means of negotiating on questions affecting the local government service in all its branches. The Lord Provost then read a letter which had been received from the Minister of Labour in the following terms:

I am very pleased to know that the efforts to improve the position of Joint Industrial Councils concerned with Local Authority Services in Scotland have been successful to such an extent that the first meetings of representative joint bodies to deal with manual workers in non-trading services and with administrative, clerical, and professional classes of public employees are to be held on Wednesday of this week.

This achievement is most gratifying to me. It provides a further recognition of the principle of joint responsibility in industry, and is a manifestation that the policy of voluntary co-operation between employers and workers in all matters of mutual interest is gaining increasing support as a result of experience. It is a special cause of satisfaction that with the formation of these new joint councils, industrial relations in every kind of public service in Scotland will be controlled by bodies modelled on the Whitley plan. I am confident that the councils will prove of much benefit to the Local Authority Services in Scotland, and I wish you all success.

(Signed) ERNEST BROWN.

Thereafter, each side of the council met separately. At the employees' meeting it was agreed to appoint Mr. A. G. M. Archibald, chairman, and Mr. J. M. Mortimer, secretary of the employees' side, to support Lord Provost Nimmo's election as chairman, Mr. Archibald's as vice-chairman, and Mr. Imrie's as secretary of the council. It was also agreed to elect the following six members of our side of the council to an Executive Committee—Messrs. Robert Adam, S. H. Brodie and J. M. Mortimer of N.A.L.G.O., Miss Eleanor Stewart, of the Transport and General Workers Union, Mr. Peter Campbell, of the National Union of General and Municipal Workers, and Mr. Stewart Reid, of the National Union of Clerks.

When the council again met as a joint body, the constitution was adopted and the nominations above mentioned were approved. It was intimated that the employers' side had elected the following six representatives to the Executive Committee, viz: Lord Provost Nimmo, Lord

Polwarth, Sir Henry Keith, Bailie Hood, of Glasgow, Mr. Lawson, of Dumbartonshire, and Treasurer G. D. Brown, of Edinburgh. Certain applications submitted by N.A.L.G.O. to Edinburgh Corporation and referred to the council were remitted to the executive for consideration, and it was agreed that the executive obtain details of existing service conditions from all local authorities with a population of 7,000 and over. It was also agreed that the council meet alternately in Edinburgh and Glasgow.

The first meeting of the Executive Committee took place on Wednesday, September 22.

## New Course of Registration Law.

A circular has been sent out to all the registration offices in the country regarding the new course of study in Registration Law. It is too soon yet to know what the response will be, but we are hopeful that it will be sufficient to justify the venture. The Association of Registrars of Scotland are setting up a Board of Examiners in order that examinations may be held and certificates of proficiency granted.

## Lanarkshire.

A statement summarising all the applications regarding salaries has been prepared and sent to the county council for their half-yearly review of salaries. After reports on these have been obtained from the various heads of departments, they will be submitted to the committee.

## Ayrshire.

It was expected that the new Salaries Scales would be considered by the council and adopted at their September meeting, but the Divisional Secretary, who has visited Ayr on two or three occasions of late, has been informed that the scales will not be submitted by the committee until the October meeting of council. The delay appears to be unavoidable. N.A.L.G.O. has certainly done its part to hasten things on. We trust our Ayrshire members will exercise a little patience. We have good hope that they will not be disappointed.

## Annual Sports Day.

With bright sunshine and a cloudless sky the "Fair City" looked its fairest when the sporting Nalgotes, accompanied by their friends, held their Annual Tournament on September 11.

More than 160 competitors took part in the golf and bowling tournaments. The tennis section did not produce the requisite number of entrants and was not proceeded with.

The golf and bowling competitions were carried through on the North Inch municipal course and public greens. For the Buchan Trophy golf (scratch) award W. R. Nicol, Paisley, and W. B. Kelly, Dundee, tied for the honour with a score of 150 for 36 holes and were declared joint winners of the cup. The handicap prizes were gained by Mr. W. B. Kelly and R. Normand, Perth.

Miss H. J. Dunn, a Dundee entrant, won the women's golf scratch award and secured the Walls Trophy. The handicap prize went to Miss A. Watt, Aberdeen.

Leading bowling honours were secured by West of Scotland rinks. The Begg Trophy was won by Lanarkshire (S. Rhind, skip), 34 shots up. Lanarkshire also produced the runners-up, J. Marshall's rink finishing 19 shots up.

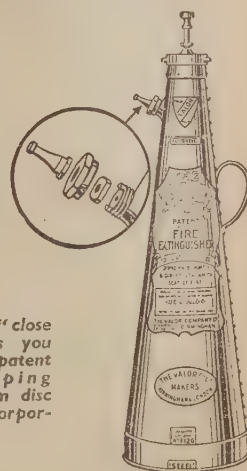


## Cats may "creep"....

that's just one of their habits . . . natural in felines perhaps but a nuisance when it comes to the contents of a fire extinguisher.

Cats may creep, but the fire-killing contents of the efficient VALOR FIRE EXTINGUISHER simply cannot "creep" to mar the effectiveness and finish of this splendid fire-fighter, for each VALOR FIDRANT FIRE EXTINGUISHER has a very cleverly incorporated Diaphragm Disc Device (the original device of its kind) which keeps the fire-killing chemical from "creeping" and spoiling the appearance and efficiency of the appliance and ensures the machine being always in readiness.

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**IMPORTANT**

# National Health Insurance and Pensions Acts

Are you eligible to become a voluntary contributor under the National Health Insurance and Pensions Acts, 1936?

Local Government Officers are reminded that the Widows', Orphans' and Old Age Contributory Pensions (Voluntary Contributions) Act, 1937, which comes into force as from January 3, 1938, although not affecting the rights of existing Voluntary Contributors, will take away the rights from officers in Excepted Employment to become Voluntary Contributors under the existing National Health Insurance and Contributory Pensions Acts.

Officers who are at present eligible for Voluntary insurance, i.e., those officers who have entered excepted employment within the past twelve months, or who have within the past twenty-one months ceased to be engaged in excepted employment by reason of salary exceeding £250 per annum, but who have not made application to an Approved Society for membership, are urged to consider the question of Voluntary insurance immediately.

If this last opportunity is missed Local Government Officers will not, after January 2, 1938, be able to enrol as Voluntary Contributors and qualify for the valuable benefits offered under the Health Insurance Act, and in the case of officers engaged with a Council which has obtained exception from the payment of contributions for the Old Age Pension under the existing Contributory Pensions Act, they will not be able to qualify for themselves and their wives on attaining age 65.

## JUNIOR CLERKS WANTED

The County Councils Association, in their official Gazette, tell us that "owing largely to the present industrial boom some departments of the Warwickshire County Council are experiencing difficulty in obtaining junior clerks possessing the necessary educational and personal qualifications. A probationary scheme of recruitment is, therefore, to be introduced for one year as an experiment.

"Experience has shown that, if appointments are made in July and August, that is, at the end of the school year, there is less difficulty in obtaining suitable applicants. If, on the other hand, a junior clerk is required, say, in January, the opposite has often proved to be the case. It is, therefore, proposed to make in July a forecast of the number of junior clerks required during the ensuing twelve months and to appoint the necessary number on probation until such time as they are required to become members of the permanent staff.

"As regards educational qualifications, the School Certificate or its equivalent will be required, but where a strongly recommended candidate, particularly one from an elementary school, does not possess such qualifications, his case is to be considered on its merits. Vacancies for appointments are to be publicly advertised and notified to all local secondary and technical schools."

## A Municipal

## Clean-up

The Manchester City Council recently adopted an amendment to the effect that "Committees when appointing Staff Committees or delegating Sub-Committees interview applicants should not allow members to serve on them if they had relatives among the applicants."

The amendment followed allegations that Nepotism had crept into the activities of the Council. It was alleged that certain City Representatives had four direct relatives in one case, and three direct relatives in another as employees of the Corporation. The time had arrived for something to be done. One Councillor said that he did not doubt that appointments had been made in a proper manner, but he wanted to ensure by passing the amendment that appointments in the future were made on ability and not by favour and that the impression which was in the minds of citizens of Manchester should be dispelled.

It was declared at the Council meeting that there was no objection to a City Councillor or Alderman having one son or daughter in the employ of the Corporation. They had a right to be considered as others, but when the question of promotion arose, it often happened that the man who had no relative approached City Councillors suggesting that they should use their influence because the Councillor's son was also up for promotion.

N.A.L.G.O. is as anxious as the Manchester City Council to dispel any suspicion of Nepotism, and to that end urged the necessity for a preliminary qualification for candidates for employment by local authorities in the evidence submitted to the Departmental Committee on the Qualifications, Recruitment Training and Promotion of Local Government Officers.

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CAREER**



**in Local Government**

*With the aid of*

**Adopt a definite line of action in your endeavour to succeed in the sphere of Local Government.**

**Nalgo specialises in most of the examinations for Local Government Officers and is best fitted to advise you upon the course of study which is most suitable for you.**

**Courses are conducted by the Institute for the following examinations:**

National Association of Local Government Officers.

London University Diploma in Public Administration.

Incorporated Association of Rating and Valuation Officers.

Poor Law Examinations Board.

Institution of Municipal and County Engineers.

Board of Trade.

Royal Sanitary Institute and S.I.J.E. Board.

Chartered Institute of Secretaries.

College of Preceptors.

Law and Practice of Registration.

the **Nalgo Correspondence Institute**

24, Abingdon St.,  
London, S.W.1.



## A.L.G.O. and the Trades Union Congress

The Trades Union Congress has formed a Advisory Council for the Local Government Service and has invited N.A.L.G.O. to operate. The council is on similar lines that recently formed by the T.U.C. in conjunction with the British Medical Association dealing with the medical services.

The National Executive Council has agreed, the composition of the Committee is as follows:

Representatives of the Trades Union Congress General Council.

Two representatives each of the unions affiliated to the Trades Union Congress, namely:

Transport and General Workers Union.  
National Union of General and Municipal Workers.

Women Public Health Officers' Association.  
National Union of County Officers.

National Union of Public Employees.  
National Union of Clerks.

Five representatives and two officers of N.A.L.G.O.

The first meeting of the Advisory Council was held on July 15, when all the organizations were represented except the National Union of Public Employees and the National Union of Clerks.

At the Trades Union Congress the National Union of Public Employees moved, and the National Union of Clerks seconded, the reference back of the section of the General Council's report dealing with the Advisory Committee on the ground (according to the Daily Herald's "report") "that the National Association of Local Government Officers is undesirable from the trade union point of view." The reference back was opposed by the Transport and General Workers Union and the National Union of General and Municipal Workers, and after Sir Walter Gellie had observed "that Mr. Bryn Roberts could not claim to be the sole custodian of trade union principles," and the majority of motions concerned were against him . . . "Reference back was rejected by an overwhelming majority."

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# Does Your Income Tax Assessment Show a Life Assurance ALLOWANCE?

**Particulars of Assessment**  
Year 1936-37, Ending 5 April 1937.

AMOUNT OF ASSESSMENT		SCHEDULE		
From Office, Employment or Pension, viz, Clerk . . .		£	s.	d.
		200	-	-
Less DEDUCTIONS FOR:—				
Expenses and/or Superannuation				
£ 10				
DEDUCT FOR:—				
Allowance for Earned Income, etc.				
£ 36				
Personal Allowance				
£ 100				
NET AMOUNT CHARGEABLE AFTER DEDUCTIONS				
Tax Chargeable At 1/8 in the £		148	-	-
		52	-	-
		4	6	8
DEDUCT:—				
(1) Allowance for LIFE ASSURANCE				
£12.0-0 at 1/8 in the £				
NET TAX PAYABLE				
		1	-	-
		3	6	8

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Address .....

My age next birthday is ..... years



# Bridge Forum

By

NEVILLE HOBSON

## Sacrifice Bids

While bids of this nature arise to some extent in Auction Bridge, it is in Contract where the art of "losing to win" attains its greatest importance.

**Auction:** Even when playing Auction, however, it is frequently worth while to overbid the hand and save Game, but this applies mainly to the saving of the Rubber. If, for example, North and South have bid 2 Spades on a strong two suit hand, it may prove a good investment to overbid with 4 Clubs, so long as two conditions are fulfilled: (1) The penalties are less than the value to the opponents of the Rubber, (2) The opponents would go Game if left in their bid.

To save Rubber game at Auction can be valued at a minimum of 300 points, namely, 250 for the Rubber and the score below the line and any incidental Honours. If, therefore, East and West were to overcall a strong 2 Spade bid by 4 Clubs and go down two tricks, the advantage is obvious, particularly as the loss is also reduced by the value of the Honours. Even if such a bid were doubled, the maximum loss would be 200 points less, possibly, 24 for Honours, and—if the bid were left—the loss would be a comparatively light one. The advantages if the over-call results in a penalty of 300 are, of course, less convincing, and it is largely a matter of temperament and circumstance whether one should let the other side go game or run the risk of a 300 loss. Probably the first is the sounder course.

**Contract:** At Contract, however, the question of over-calling is vital, as there are substantial advantages in going down, even to the extent of several hundred points, in appropriate circumstances.

Lieut. Colonel Walter Buller estimated recently that it is advantageous to lose about 500 points to save either the first or second game, and about 600 points to save the third game. It is important to remember that every deal at Bridge is a separate event and that each player should make or save as many points as possible by bidding and playing the cards he holds at the time to the best advantage.

If, for example, North and South bid 4 Hearts on hands that will probably produce Game, an overbid of 5 Diamonds may be a good investment, even though doubled and two tricks light.

**Unsound Overbids:** One of the most serious mistakes in calling is to overbid and incur substantial penalties when the opponents' bid would not have produced the game or rubber. Again and again have I seen a bid of four of a Major suit taken out by an overbid in a Minor, when 10 tricks could not be made in Spades or Hearts. It is essential, therefore, to consider whether sufficient high cards in one's own suits are likely to produce 4 tricks, and a strong but relatively short suit is of more value in defence than a normal length one.

No theoretical advice can be given in an article such as this as to the precise point at which to stop, as the personal equation enters into the matter considerably.

# Home Gardening

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens,"  
"The Wright Encyclopedia of Gardening," etc.

**I**N recommending certain Hyacinths last month, I had in view not only intrinsic merit, but also differences in periods of flowering, by providing for which a long succession of bloom could be obtained in spite of the fact that all the varieties were put in at the same time. Thus of the whites, L'Innocence comes a little earlier than Queen of the Whites; of the blues, Dr. Lieber precedes King of the Blues; and of the pinks, Lady Derby is in advance of Queen of the Pinks. And all of the foregoing are good sorts.

Happy the person, however, who can grow others in addition, such as the red variety Gertrude, which not only develops fairly early but also lasts long; Roi des Belges, one of the best dark reds, and the useful pink Marconi. Also such lovely whites as La Grandesse and Argentine Arendsen, and high-class blues like deep Grand Maitre, Myosotis, and Schotel. All of these may be expected to thrive in fibre, and also in glasses, provided bulbs of even shape and size are picked for the purpose.

With respect to bedding, I should select L'Innocence for a white, King of the Blues for a blue, and Gertrude for a red, all three being varieties which not only have a good habit but are lasting. I would, however, keep the varieties in separate beds, not mixing them.

I propose to follow a successful plan of last year with the bowls, growing one medium-sized bulb only in a small bowl, this being enclosed in a larger one and fibre packed between the two. Those, however, who prefer to pursue the older plan of growing several bulbs in each fairly large bowl may be reminded that varieties should not be mixed therein, in fear of some being in bloom when others are not. This mixing of sorts is a common mistake with beginners.

More than once I have referred to the interest of "rock beds," so called to distinguish them from rockeries proper. The rock bed has a raised middle in which pockets at different levels are made with stones and soil, while the ends, which may be about half or less than half the length of the centre, are level and devoid of stones.

Alpine plants could be used for the mound if desired, but in my own case the pockets are filled with bulbous plants for winter and spring bloom, followed by compact non-bulbous kinds for summer and autumn blooming. This might almost be called bedding-out without beds, the level ends being really bordering. Good loamy soil lightened with leafmould and sand suits the great majority of the plants.

What winter and spring-blooming plants can we choose for our pockets now? Well, there are distinct and lovely species and varieties of Tulips as well as Narcissi and Crocuses, exquisite Irises such as *tingitana* and *reticulata* (the latter with its light-blue form, *Cantab*), *Freesias*, *Snowdrops*, *Primroses* and *Polyanthuses*, *Glory of the Snow* (*Chinodoxa*), *Winter Aconites*, *Grape Hyacinths* (*Muscari*), *Scillas* (there is a pretty variety of *S. sibirica* named *Spring*

*Beauty*), *Anemones*, *Ixias*, *Cyclamens* (for shade), *Sternbergia lutea*, *Triteleias*, and *Sparaxis*, while *Tecophilaea cyanocrocus* is a gem of the richest blue imaginable. Yellow and mauve *Alyssums* and *Cheiranthuses* (*Wallflower* species) may be used with restraint, but are sometimes overdone. *Cheiranthuses Harpur Crewe*, double yellow, and *L. K. Elmhurst*, mauve, are good.

For summer, comparatively small, compact annuals, biennials, and perennials such as *Linarias* (*Toadflax*), *Nemesias*, *Gerberas*, *Calandrinias*, *Campanulas*, *Violas*, *Nigellas*, *Ageratums*, *Pinks* and *Gilias* come in admirably.

Dealing particularly with bulbous and allied plants as seasonable now, I will mention such winter and early spring-flowering *Crocuses* as *chrysanthus*, *Imperati*, *Sieberi*, and *Tommasinianus*; also such autumn bloomers as *longiflorus*, *sativus*, *speciosus*, and *zonatus*.

Of Tulip species to bloom in spring I may recommend the exquisite *Clusiana*, white with red markings; *Eichleri*, red with black blotch; *Fosteriana*, crimson with dark base, and its variety, *Red Emperor*; *Kaufmanniana*, cream with lemon base; and *sylvestris*, yellow, agreeably scented.

The most dainty *Narcissi* for the rock bed are *Bulbocodium*, yellow, and its sulphur-coloured variety, *citrinum*; *cyclamineus*, lemon and orange; *Johnstoni*, Queen of Spain, yellow; *triandrus albus* ("Angel's Tears"), white, the flowers like small *Cyclamens*; and *cernuus*, lemon and white.

If it is asked whether one need go to the trouble of obtaining species of *Crocus* and Tulip when there are so many florists' varieties easily and cheaply obtainable, I reply that it is not absolutely necessary, because there is abundant choice among familiar sorts, but the species add interest to the bed.

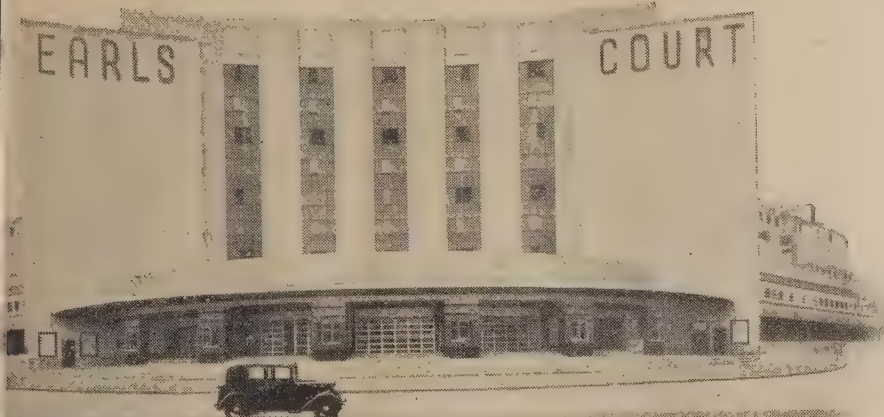
To pass to another subject, the time for planting shrubs is at hand, and to those who want some early bloomers I recommend *Hamamelis mollis*, the beautiful *Witch Hazel*; the useful winter-blooming *Jasmine nudiflorum*; the *Laurustinus* (*Viburnum Tinus*); the white *Honeysuckle*, *Lonicera Standishii*; *Rhododendron præcox*; and *Viburnum fragrans*.

Remember, too, the dwarf *Munstead Lavender*, which has been glorious in colour this year. The bloom is not only earlier than that of common *Lavender*, but also much deeper in hue. If gathering is to be done it should be attended to before the colour fades. *Lavender* plants can be easily multiplied if young shoots are taken off towards the end of summer and inserted in gritty soil. Glass is not essential, but the site should not be exposed to cold winds.

Before summer bedding is forgotten, I ask my readers whether they make enough use of *Heliotropes* in their beds, window-boxes, and tubs. The plants are quite sufficiently ornamental when associated with *Stocks*, *Asters*, *Fuchsias*, or *Petunias*, while the perfume is delicious.



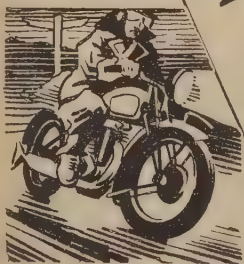
# When you have been to the Motor Show



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(2) Percentage which will be added to balance outstanding to determine monthly payments.	12 months 6½%	18 months 9½%	24 months 13%

## MOTOR CYCLES (New Vehicles Only)

(1) Maximum period over which repayments spread 12 months	Minimum payment on signing Agreement (tax and insurance being paid separately). 25 per cent.	
(2) Percentage which will be added to balance outstanding to determine monthly payments.	12 months 6½%	6 months 3½%



# Here and There

## Sporting Events

### YORKSHIRE DISTRICT COMMITTEE—SPORTS.

The Final of the Competition was played on the City Police Ground at Gledhow, Leeds, on Saturday, September 11, 1937. Wakefield proved the victors after an exciting struggle, which culminated in the winning hit being obtained in the last over of the game. Shipley are also deserving of congratulation for having reached the final, after having disposed of such teams as Keighley, Sheffield, Rotherham, and Bradford in the successive stages of the Competition. After the match, members of the two teams and their supporters, together with officers of the District Committee, proceeded to the Mansion Hotel, Roundhay Park, where tea was served. Then followed the presentation of the Trophy to the captain of the Wakefield team, E. Luford, by the President of the Association, Mr. W. W. Armitage, who made the presentation in his usual charming manner. Mr. W. E. Laughton, Rotherham, the Chairman of the Sports Committee, presided, and was supported by Messrs. A. G. Bolton, T. Nolan, and the Divisional Secretary.

### Cricket Competition Preliminary Round.

Zone 1.		Winners
Brighouse	v. Rotherham	Rotherham
Spensborough	v. Halifax	Halifax
Shipley	v. Keighley	Shipley

Zone 2.		Winners
Huddersfield	v. Bridlington	Bridlington
Doncaster	v. Harrogate	Harrogate
East Riding	v. Scarborough	East Riding
Hull	v. York	Hull

### First Round.

Zone 1.		Winners
Bradford	v. Dewsbury	Bradford
Sheffield	v. Shipley	Shipley
Halifax	v. Batley	Halifax
Barnsley	v. Rotherham	Rotherham

Zone 2.		Winners
West Riding	v. East Riding	West Riding
North Riding	v. Bridlington	North Riding
Hull	v. Wakefield	Wakefield
Harrogate	v. Leeds	Harrogate

### Second Round.

Zone 1.		Winners
Bradford	v. Halifax	Bradford
Rotherham	v. Shipley	Shipley
Zone 2.		Winners
West Riding	v. North Riding	North Riding
Harrogate	v. Wakefield	Wakefield

### Semi-Finals.

Zone 1.		Winners
Bradford	v. Shipley	Shipley

Zone 2.		Winners
Wakefield	v. North Riding	Wakefield

### Final.

Shipley	v. Wakefield	Wakefield
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### METROPOLITAN DISTRICT CRICKET

In the final round of the Metropolitan District Area Cricket Competition, Surrey Branch met West Ham Branch at Croydon on Wednesday, September 8, and the latter were successful in winning the trophy for the coming year, by 152 runs to 88.

Surrey Branch batted first, and among the outstanding features was the batting of V. Elworthy, who steadily reached the score of 33, finally being bowled by E. C. Steggel. The bowling of both E. C. Steggel and W. North is to be commented upon, Steggel taking 7 wickets for 46 runs and North 3 for 37.

Among the batting of the West Ham Branch, North led the way with a total of 39, Mansfield, Stanley, and Marshall following on with scores of 29, 26, and 24 respectively, and here again Elworthy distinguished himself with a bowling analysis of 3 wickets for 37.

One unfortunate incident marred an otherwise fine day, R. Hunt, of Surrey, being hit in the side of the face by a high ball, and it is to be hoped that no serious injury has been sustained. S. A. Lemmon, a member of the West Ham Branch, took Mr. Hunt's place in the field.

The Croydon Branch are to be thanked for placing their ground at the disposal of the Metropolitan District Committee, and Mr. L. M. Thrift, the cricket secretary, is to be complimented upon the arrangements.

### WEST HAM

Mowl b Marsh	..	2
Coupland, C. G. lbw b Elworthy	..	4
Stanley c Elworthy b Porter	..	26
Mansfield lbw b Elworthy	..	29
Parker c Wallis b Eggboro	..	12
Steggel b Elworthy	..	0
North c Wallis b Marsh	..	39

Marshall b Marsh	..	24
Lemmon, J. c Wallis b Marsh	..	0
Ramsey c Eggboro b Stevens	..	5
Barren not out	..	0
Extras (leg byes)	..	11
		152

### SURREY

Marsh c Marshall b Steggel	..	6
Wallis b Steggel	..	7
Eggboro c Mansfield b Steggel	..	7
Elworthy b Steggel	..	33
Cann b North	..	1
Hall c Lemmon b North	..	1
Hunt c Parker b Steggel	..	6
Porter c Marshall b North	..	11
Stevens b Steggel	..	3
Sims b Steggel	..	8
Gray not out	..	0
Extras (byes 4) (leg byes 1)	..	5
		88

BOWLING.	O.	M.	R.	W.
E. C. Steggel	12	1	46	7
W. North	11.2	1	37	3

### Newport v. Cardiff

Newport (Mon.) N.A.L.G.O. Bowling Club has concluded its most successful season since it was founded nearly five years ago. Twenty-eight games have been played, including matches with Cardiff, Glamorgan, Monmouthshire, and Barry Branches. Of these 18 were won, and the play is undoubtedly approaching a high standard. The "Evans-King" Bowls Cup, presented last season, was won from Cardiff this season after two most enjoyable matches, both of which Newport won. The club champion is Mr. C. J. Plaisted, Electricity and Transport Department, who defeated Mr. E. de Lloyd, Health Department, in the final by 21-10. The club's annual whist drive and dance is to be held at the Westgate Hotel on Friday, October 1, 1937.



Members and Officials of Newport and Cardiff Corporations who played for the "Evans-King Bowls Cup". Newport won the cup for the next twelve months by an aggregate of 52 shots for the two matches played this season. (Note the NALGO Blazers.)



ere and There (cont.)

Social

The Irlam and Urmston Branches took part in an inter-branch social gathering at Irlam on September 1. The proceedings took the form of a cricket match when Irlam were the victors, and afterwards members and friends adjourned to the Assembly Rooms, Higher Irlam, for supper, which was followed by a dance. Prizes were given for the Spot and Elimination Dance, and a balloon race caused great amusement. Urmston easily won this race by reason of their greater ability not only to sit upon the balloons, but presumably on account of their greater weight burst them much more quickly. It was generally agreed that the gathering had been very successful, and it is likely to be the forerunner of other inter-branch efforts.

L.C.C.

The annual staff dinner and dance of the London County Council Public Assistance Department, Area VIII (Camberwell and Southwark) will be held at the Northumberland Rooms, Northumberland Avenue, W.C.2, on Saturday, October 30, 1937.

All officers formerly in the service of the late Camberwell and Southwark Guardians, or any officers who have been associated with Area VIII, are cordially invited.

Tickets (8s. 6d. each) will be forwarded on application to Mr. W. G. Melville, Hon. Sec., Public Assistance Local Office, 29, Peckham Road, S.E.5.

Obituaries

We much regret to record the death of Mr. G. H. Burgess, late Borough Treasurer of Lincoln, on August 27, and the death of Mr. S. Bell, President of the Branch, on September 1.

Before retirement Mr. Burgess took a keen interest in the Branch, while Mr. Bell's election as president at the last annual meeting was a tribute to many years' active work for his colleagues.

We regret to report the death of Mr. Ernest Jones, Superintendent, Registrar of Births, Marriages and Deaths, at Merthyr Tydfil. Mr. Jones had been a loyal member of the local Branch of "Nalگو" for three years and his death is keenly regretted by a large circle of friends and colleagues in the service of the Merthyr Tydfil Corporation. For some years prior to his appointment as registrar, he had been a member of the Borough Council.

The Bakewell Branch has voluntarily merged into a Sub-Branch of the Derbyshire Branch, and this has resulted in increased membership.

World's Oldest Municipal Union

"The Municipal Review of Canada" tells us that they recently received the annual report of the "Convention of the Royal Burghs of Scotland" which received its first charter from King David of Scotland over 760 years ago. Organized as a kind of appeal court to settle questions affecting the internal administration of the then four cities, this municipal union has since been the greatest factor in building up the civic life of Scotland; and even to-day, notwithstanding its great age, it is one of the most active organizations in the country.

# Salaries and Service Conditions

## Superannuation

The following authorities have adopted the 1922 Act with effect from the dates shown: Dewsbury G.B.C., April 1, 1938. Spenborough U.D.C., October 1, 1937. Clayton West U.D.C., October 1, 1937. Garforth U.D.C., October 1, 1937. Silsden U.D.C., October 1, 1937. Skelmanthorpe U.D.C., October 1, 1937. Shepley U.D.C., October 1, 1937. Horbury U.D.C., January 1, 1938. Dodworth U.D.C., January 1, 1938. Darton U.D.C., April 1, 1938. Penistone R.D.C., September 28, 1937. Thorne R.D.C., October 1, 1937. Kirkburton Joint Isolation Hospital Committee, July 21, 1937. Ewecross Assessment Committee, October 1, 1937. Skyrack Assessment Committee, October 1, 1937.

Stockton-on-Tees Corporation has decided to obtain an actuarial report.

The Grantham Borough Council has adopted the 1922 Act. The appointed day is April 1, 1938.

The Rowley Regis Council has adopted a minute that employees must retire at 65, although there is no superannuation scheme. The Divisional Secretary has requested special consideration for an officer who will shortly attain 65, and the Council has agreed to retain his services "until such time as a superannuation scheme is in operation."

## Salaries

As a result of an application submitted by the local branch, Brighouse Corporation has adopted Grades A and B1 for males, and Grades A, B, and C for females, of the West Riding Joint Council's Scales of Salaries. This represents a very distinct improvement, and the Brighouse branch is to be congratulated on the successful negotiations.

Morley Town Council has considered an application from the divisional secretary for a revision of salaries scales and conditions governing payment of salary during sickness. Certain concessions have already been granted which will benefit members of the staff, and other items included in the application will be dealt with at a later date.

The divisional secretary has also interviewed the Finance Committee of the Darlington Rural District Council in support of an application for a revision of the existing salaries scales.

The Tipton Urban District Council has adopted revised scales of salaries.

## Service Conditions

A recent Inquiry in connection with the administration of the Gas Department at Birkenhead has resulted in the Corporation displacing an officer, who is a member of the Association. The whole matter is being investigated from the legal point of view, as it is

felt by the branch that the officer concerned has been very harshly dealt with.

Monmouth County Council. A deputation has met the Staffing Committee with reference to the fact that for over three years the Joint Staff Advisory Committee has not met because the County Council has postponed the appointment of representatives. It is hoped that the Council will soon re-establish the right of direct approach which their officers enjoyed for years.

The Saffron Walden R.D.C. has agreed to grant special increments to members of the staff obtaining suitable vocational qualifications on the basis of £5 to each junior officer for an Intermediate Certificate, and a further increase of £10 upon securing the appropriate Final Certificate.

## Whitleyism

The Lancashire and Cheshire Provincial Whitley Council and the Southport Branch of N.A.L.G.O. have been approached by the Southport Corporation, with a view to the consideration of a fixed establishment to operate in connection with the present classification and grading scheme under the Whitley Scales.

The number of constituent authorities represented on the Middlesex Whitley Council has now been increased to fifteen by the addition of Hendon, Willesden, and Ruislip-Northwood, since its formation in May last.

A Special Sub-Committee has been appointed to review the general position with regard to salaries and also to report on:

- The extent to which Establishment Committees have been appointed.
- Conditions as to appointments to the junior staff and to senior positions.
- Position with regard to temporary appointments.
- Conditions as to promotion including the recognition of vocational qualifications.
- Machinery for the determination of appeals.

## NALGO CLASSES

Classes in preparation for the Examinations of the National Association of Local Government Officers are being held at the Swan Street (City) L.C.C. Institute, Minorities, E.C.3. Two courses of study are followed:

1. Preparation for Intermediate examinations, which include Elements of Statistics, Elements of Economics, Office Practice and Local Government Administration.

2. Preparation for Final examinations, which include Law, Contract and Tort; Law, Master and Servant; Municipal Organization and conduct of Meetings, etc.; The State System of Education.

The fees for the Session to July 1, 1938, over a full course of 4 hours per week are:

For students aged 18 years, 8s. 4d.; 19 or 20 years, 12s. 6d.; 21 and over, 15s.

Students should enrol at Swan Street between the hours of 6 and 7 p.m. The Principal, A. E. Ashworth, M.A., LL.B., Barrister-at-Law, would like to hear from intending students. A morning telephone call to Byron 1342 will find him.



Agriculture Bill

# N.A.L.G.O.'s Efforts to Secure Compensation Provisions

FOR some time prior to the introduction of the Agriculture Bill into the House of Commons, the Association was endeavouring to obtain the inclusion of provisions for the protection of officers of local authorities who might be affected by the contemplated establishment of a central veterinary service.

The view of the Ministry was that all whole-time veterinary inspectors should be offered appointments by the department, and that it was, therefore, unnecessary to include compensation provisions.

The Association pointed out that there would be members of the staffs of local authorities employing veterinary inspectors who would not be transferred, or who would have their duties diminished in consequence of the transfer of functions to a central department.

It should be noted that the Ministry had previously declared their intention not to transfer any person other than a whole-time veterinary inspector.

Under the Standing Orders of the House of Commons, any motion for a grant or charge upon the public revenue, whether payable out of the consolidated fund or out of money to be provided by Parliament, cannot be dealt with unless recommended from the Crown.

This resolution, as passed by the House of Commons on June 29, is headed "King's recommendation signified." On June 22, notice of the Money Resolution relative to the contemplated Bill appeared for the first time in the Parliamentary papers. This resolution was considered in committee of the House of Commons and passed by the committee as stated on June 29, and reported to the House and agreed to on the following day, when the Bill was ordered to be brought in.

In so far as an amendment, e.g., for the payment of compensation, would have involved an extension of the charge authorized by the Money Resolution, such amendment would clearly be outside the Standing Orders, as the King's recommendation would not have been signified. Such recommendation is, of course, made on the advice of the Government.

There was, therefore, first the technical difficulty that the Money Resolution did not specifically refer to compensation, and secondly, the fact that the Ministry would not agree to any such provision.

Paragraph 14 of the Resolution was to the effect that it is expedient "to make provision for purposes connected with the matters aforesaid," and it was hoped that if as a result of representations made to the Ministry they would be prepared to agree to a compensation clause, paragraph 14 might meet the point, or that some supplementary provision might be made.

The Bill was circulated on July 1. Clause 18 provided for the discharge of certain

functions of veterinary inspectors in England, and veterinary officers in Scotland, by inspectors to be appointed by the Minister, and clause 25 made some provisions with regard to superannuation rights of veterinary inspectors.

A compensation clause was at once prepared, together with some amendments which were required in clause 25, which were submitted formally to the Ministry on July 2. Copies of the clause and amendments were furnished to Sir Francis Fremantle, M.P., Mr. Dingle M. Foot, M.P., and Sir William Jenkins, M.P., and also to the secretary to the County Councils' Association and the secretary to the Association of Municipal Corporations.

At the instance of Sir Francis Fremantle, the matter was taken up with Mr. R. H. Turton, M.P., who arranged to move the clause and amendments when the Bill was in committee of the House. The clause stood on the Paper in the names of Mr. Turton, Mr. Maxwell, Sir Francis Fremantle, and Mr. Foot.

A letter was subsequently received from the Ministry in which it was stated: "I have now had an opportunity of discussing the principle of your proposed amendments with the Minister, and, as I indicated to you when you were kind enough to come and discuss the matter with Mr. Toye and myself, there is no chance of the Minister being prepared to accept these amendments. He feels that, in view of his assurance that it is proposed to invite all whole-time veterinary officers of local authorities to accept appointments under the Ministry, subject of course to the conditions which normally attach to the State veterinary service, the question of compensation does not arise."

Conferences took place with Mr. Turton and Mr. Foot. An amendment proposed by Mr. Ammon on clause 18 in committee on July 12, afforded Mr. Turton an opportunity of raising the question with regard to compensation, and he was supported by Mr. Foot. The deputy chairman (Captain Bourne) pointed out that the committee were dealing with a Bill founded on a resolution, and that in the terms of the resolution there was no provision whatever for compensation. "If it was desired to raise this point it ought to have been raised on the resolution. The matter could not be dealt with under this Bill in any circumstances." As above mentioned, the matter could not, in fact, have been effectively raised on the resolution, as there was no possibility of extending the scope of the Money Resolution on technical grounds, apart from the opposition of the Government. It was held that paragraph 14 of the resolution would only cover minor incidental matters, and would not cover provision for compensation.

The course to be taken when the Bill reached the House of Lords was considered. In this connection, if a compensation provision were inserted in the House of Lords, it would necessarily have involved a breach of privilege of the House of Commons with regard to charges on public money, which might, however, possibly have been waived if the Government were willing to waive it; but even if the Government were so willing, it

would not follow that the House, as a whole would agree to the waiver.

The matter was further discussed with Mr. Turton at an interview on July 21, and eventually communications were addressed by the Association to certain Peers, giving full information as to the position. The replies to those communications indicated, however, that there was little prospect of support in the House of Lords, because the amendment would, in the circumstances, be out of order, and the clause was one which there was no possible prospect of obtaining.

The principle involved in the difficulty which has arisen in the case of the Agriculture Bill has, in fact, formed the subject of consideration by a Select Committee of the House of Commons on Procedure Relating to Money Resolutions. The report of the committee was presented to the House on July 13. The report refers to the "grievance which lies in the fact that under the present practice it is impossible to modify the financial provisions of the Bill otherwise than restrictively at the committee stage," and recommendations are made by the committee with a view to remedying this grievance, at all events to some extent. It is suggested, among other things, that a resolution might be passed by the House of Commons providing, amongst other matters, that "any detailed provisions which define or limit the objects and conditions of expenditure contained in a Bill should, in and so far as they are set out in a Financial Resolution, be expressed in wider terms than in the Bill, so as to permit amendments to the Bill, which have for their object the extension or relaxation of such provisions, and which do not materially increase the charge."

It is also suggested that the Financial Resolutions should be taken after the second readings of the Bills of which the primary purpose is the expenditure of public money. This procedure would afford an opportunity for a full consideration of the provisions of a Bill and of representations being made to the appropriate Government Department with regard to the insertion of any necessary protective provisions in the Bill, before any discussion on the Financial Resolution, and, if the Government were prepared to accept any such provisions, for the framing of the Money Resolution in such a manner as to cover them.

It will be seen that the Association took every possible step to obtain compensation provisions for every officer who might directly or indirectly be affected by the passing of the Agriculture Bill, and it is to be deplored that the Ministry were not prepared to accede to our request despite the intense pressure which was brought to bear. It is all the more regrettable that the efforts of the Association were frustrated by what can only be regarded as *effete* parliamentary procedure.

The Association has instituted inquiries from branches with a view of ascertaining whether the local authorities concerned propose to find other employment without loss of remuneration for any whole-time officer who will become redundant on the authority ceasing to carry out any veterinary functions.



# The Unwritten Code

## Is it sufficient?

IN July last the Prime Minister presented to Parliament a memorandum on the subject of the acceptance of business appointments by officers of the Crown Services (Cmd 5517).

After close examination of this question His Majesty's Government have reached the conclusions which are set out below:

"The surest guide for the conduct of officers of the Crown Services must always be the existence and maintenance of great traditions and high standards of those services: no rules, however elaborate, can be substituted for this all important tradition.

### No substitute, but . . .

At the same time, the Government recognises that it is in the interest of the Services themselves, as well as of the country, that public confidence in the disinterestedness and integrity of the Crown Services should be maintained at the highest point, and that there should be no possibility of the suggestion—however unjustified—in the public mind that members of those Services might be influenced in the course of their official relations with business concerns by hopes or offers of future employment in any of those concerns. Public confidence must be preserved. The Government in no sense implies that there is anything intrinsically improper or undesirable in officers on retirement at the end of their career accepting business appointments, but they realise that there are types of cases which can easily lend themselves to misunderstanding, and they have decided consequently that the Government assent must be given to the acceptance of appointments within these types."

In actual fact, these types include businesses and other bodies:

- Which are in contractual relationship with the Government.
- Which are in receipt of subsidies or their equivalent from the Government.
- In which the Government is a shareholder.
- Which are in receipt of Government loans, guarantees or other forms of capitalism.
- With which Services or departments or branches of government are, as a matter of course, in a special relationship, and;
- Semi public organisation brought into being by the Government and/or by Parliament.

IN a printed copy of the memorandum presented to the Government there is an appendix which contains an extract from the report of a Board of Inquiry containing certain general principles by which the conduct of Civil Servants should be regulated. These received Governmental approval, and are, of course, equally applicable to the Local Government Service.

"His Majesty's Civil Service, unlike other great professions, is not and cannot in the nature of things be an autonomous profession, in common with the Navy, Army and Air Force. It must always be subject to the rules and regulations laid down for its guidance by the Government. This written code is, in the case of the Civil Service, to be found not only in the Statute, but also in Orders in Council, Treasury circulars, and other directions

which may from time to time be promulgated. The Civil Service has, however, like every other profession, an unwritten code of ethics and conduct for which the most effective sanction lies in the public opinion of the service itself. It is upon the maintenance of a sound and healthy public opinion within the Service that its value and efficiency chiefly depends.

"The first duty of a Civil Servant is to give his undivided allegiance to the State at all times. With his private activities the State is, in general, not concerned so long as his conduct is not such as to bring discredit upon the Service of which he is a member. But to say that he is not to subordinate his duty to his private interests nor to make use of his official position to further those interests is to say no more than that he must behave with common honesty. The State is entitled to demand not only that its servants shall be honest but that they shall be beyond the reach of suspicion of dishonesty. It was laid down by one of His Majesty's Judges in a case some few years ago that it was not merely of *some* importance but of *fundamental* importance that in a Court of Law justice should not only be done but *should manifestly and undoubtedly be seen to be done*. We take that to mean that public confidence in the administration of justice must not be shaken by the least suspicion, however ill-founded, that the course of legal proceedings could in any way be influenced by improper motives.

"A civil servant is not to subordinate his duty to his private interests; but neither is he to put himself into a position where his duty and his interests conflict. He is not to make use of his official position to further his private interests; but in addition he must order his private affairs in such a manner to prevent any suspicion arising that a trust has been abused, or a confidence betrayed.

"These obligations are, we do not doubt, universally recognised throughout the whole of the Civil Service; if it were otherwise its public credit would be diminished and its usefulness to the State impaired."

We apply without hesitation an analogous rule to other branches of the public service. We see that definite legislation endeavours to control the activities of those engaged in the four Crown Services to preserve their honour and integrity. We see that the Civil Service has apparently something of a written code of conduct to be found in the Statutes. Why has not the Local Government Service been provided for in this way?

Is it because the unwritten code of ethics (which applies equally to the Local Government Service as to the Civil Service) has been found to suffice in the past?

(Continued from next column)

**Residence.** Applicants must be resident in Great Britain at the date of application or January 3, 1938, if later, and must then have been continuously so resident for a period of ten years.

It is not possible within the compass of this article to set out full details of the provisions of the Act, but a leaflet and application form should be obtained immediately from Headquarters by all intending applicants.

## The New Contributory Pensions Act, 1937

The Contributory Pensions Act, 1937, was designed to extend the scheme of voluntary insurance to include many persons not already entitled to be insured for Widows', Orphans' and Old Age Pensions. Full particulars of the scheme may be obtained from the Post Office on demand together with the appropriate form of application. This scheme is being wholly administered by the Ministry of Health, but the following brief particulars are published for general information:

### Benefits.

The pensions provided are:

Widow's pension, with allowance for children.

Orphans' pensions.

Old age pension beginning at the age of 65 years payable to an insured man or woman, and to the wife of a pensioner when she also reaches the age of 65.

Widows' pensions and old age pensions are continued after the age of 70, without means test.

Allowances for children, and orphans' pensions, are payable up to the age of fourteen, or, in the case of a child who remains at school, until July 31 next following the 16th birthday.

Men may insure either for widows', orphans' and old age pensions, or for widows' and orphans' pensions only: they must state their choice on their application form. Men in certain special classes are not allowed to insure for old age pensions but may insure for widows' and orphans' pensions. Men employed in certain occupations under the Crown, or local authorities, or railway companies, etc., if the Minister of Health has certified that statutory or other satisfactory provision has already been made for benefit by way of old age pension equivalent to that of the scheme, and men who have retired from such employment with a *superannuation* allowance. Women are insured for old age pensions and orphans' pensions.

### Rates of Pension.

The full rates of pension are:

Widow's pension or old age pension, 10s. a week.

Children's allowances (additional to widow's pension) 5s. a week for the eldest, or only child, and 3s. a week for each other child.

Orphans' pensions, 7s. 6d. a week for each orphan child.

An average of at least 50 contributions for each contribution year over the whole period of insurance is required to secure a pension at the full rate.

### Contributions.

Men who enter the scheme before January 3, 1939, will contribute 1s. 3d. a week, if insured for all the pensions, or 10d. a week if insured for widows' and orphans' pensions only. Women will contribute 6d. a week. Those who enter the scheme later will contribute at varying rates according to their age at application.

Contributions will begin to be payable on January 3, 1938, or on the date on which application for admission to the scheme is received on the appropriate form if that date is later than January 3, 1938.

**Age.** Applicants for admission before January 3, 1939, must be **under** the age of 55 years on January 3rd, 1938. On and after January 3, 1939, no person who is of the age of 40 (or more) will be able to become insured under this scheme.

**Income.** An applicants' total income in the Income Tax year ended April 5, 1937, must not exceed £400 in the case of a man, or £250 in the case of a woman, of which not more than £200 in the case of a man, or £125 in the case of a woman, may be unearned income.

(Continued at base of previous column)





*The above sketch by no means exaggerates the faults and omissions seen in the average evening dress suit*

... badly tailored shoulders ... lapels rolling unevenly ... coat sleeves too short ... white waistcoat showing beneath coat ... buttons badly spaced ... trousers cut so that the wearer has the option of showing his shirt gaping beneath his waistcoat, or hitched up to show his socks—modesty usually suggests the latter ... There's more in a good suit than a reasonable "fit" ... for the little extra something, patronise a practical tailor rather than just a retailer selling clothes

*I am a cash tailor, but as Public Officials are responsible people I offer them comfortable credit terms on the actual cash prices I charge the public*

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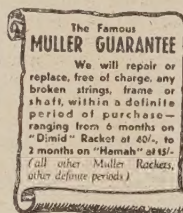
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<p><b>BRITISH SHEEP'S GUT</b> No Colonial sheep will do; and synthetic gut never! Only English gut gives the true resilience.</p>	

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Write, in the first instance, to N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1.

It will be sufficient if you cut out this announcement, write your name and address in the margin and post together with your Association Membership Receipt in unsealed envelope (½d. stamp) to N.A.L.G.O.

Please mention "Local Government Service" when corresponding with advertisers.



# Amongst the New Publications

## Letters

### Scientific Management

Here is an experiment, and one which has produced excellent results. The next, and ninth, International Management Congress will be held at Washington, D.C., in September, 1938, and acting upon the theory that a congress of this kind should represent the culmination of collective thinking rather than a starting point, the thirty-sixth Oxford Management Conference was devoted to the subjects which will be discussed at the Washington Congress next year.

The result of the Oxford Conference is now available under the title "**Scientific Management in Great Britain**" published by Management Journals, Ltd., Terminal House, 52, Grosvenor Gardens, London, S.W.1, price 6d., the publishing concern connected with the Confederation of Management Associations. This is a joint work of over two hundred industrial executives and administrators who worked in research groups within the framework of the programme of subjects to be discussed in Washington next year. This conference was held at Balliol College, Oxford, in April last, and the result is an encyclopedic account of scientific practice in British industry, in the form of papers and exploratory group reports on production, personnel, administration, distribution, economic aspects and special problems.

This volume is as valuable to a public officer as to an industrialist. It discusses theories and practices of management science which are basic to all large scale occupations. "Scientific management," said one contributor, "had a great work before it in helping all of them to study, on the one hand comparative administration, and on the other hand the basic structure of our industrial society. He believed that if they failed to make these studies, if they failed to spend in the next hundred years as much on anthropological and social research as they had spent in the past hundred years on technical, chemical and mechanical research, that society would become too brittle. The adventure of this century would go down in chaos and disaster because they had not had the foresight to keep their knowledge in balance."

Another contributor says: "There is a change of thought in the world about the social side of life—not only has a man as an individual, whoever he may be, a right to live, but he has a right to a decent standard of living. The administration of a state stands or falls, as never before, by its social work."

We have a lot to gain by pooling the experiences in management in industry and public administration.

### Two Ward Locks

The bright jacket, the clean printing and general presentation of a book published by Messrs. Ward Lock & Co. give a thrill to anyone who fancies the fireside and an evening with a thriller. The two most recent ones are "Operator No. 19," by George Goodchild. In tracking down the notorious foreign spy known as "P." Operator No. 19 takes us on a number of thrilling jaunts to various parts of the Continent, whilst he himself gets into and out of innumerable exciting escapades. Mr. Goodchild has excelled himself in this story, which is told with a jest and enthusiasm that make it pleasant and enjoyable reading. The other is "The Poisoned Pen," by the popular author Ottwell Binns. Vitriolically the letters issued from the "poisoned pen" might have been written by anyone of a score of persons. They threatened the happiness

of more than one of the writer's acquaintances, but careful work exposed the writer—though only just in time. This is a story redolent of English country life, and a set of characters depicted with all the author's customary skill.

### Figures and Format

**Figures can be interesting.** Indeed, it would seem from the last review of the finances of the City of Liverpool which has just been issued that figures can even be attractive. The review has been prepared by Mr. W. H. Legh-Smith, F.S.A.A., City Treasurer of Liverpool, and, by the way, Honorary Treasurer of N.A.L.G.O. The format of the booklet is its outstanding characteristic which, with its wealth of graphic illustrations of exotic colouring, appeals to the eye even as the actual material in the booklet impresses the mind. The booklet is divided into four parts: Part I deals with General Finance, including the Debt of the City, Income and Expenditure on Revenue, Rates and Rating, Social and Economic Factors and the like. Part II deals with the Rate Fund Services spread over Public Assistance, Housing, Education, Hospitals, Street Cleansing, etc. Part III deals with the Trading Services, Water, Electricity, Transport and Markets, and Part IV deals with the Mersey Tunnel. Altogether it is a very attractive report.

A little booklet has been prepared by the City Librarian of Coventry, entitled the Coventry Book-Shelf. This is a review of the month of recent books which have been added to the Coventry Public Library.

It is very gratifying to note the large number of recent additions, and wide range of different subjects which have been covered. It is a booklet which should be acquired by all thinking people and book-lovers in Coventry.

### Week-end Summer Schools

The Workers' Educational Trade Union Committee are holding on October 9 and 10 a week-end Summer School. Scholarships which cover residence and meals for the week-end are offered by various unions, but a few places will be available for people who are not members of those unions at an inclusive fee of 12s. 6d. The lecturer is Mr. George Woodcock, B.A., Secretary of the Research and Economic Department of the Trades Union Congress General Council. There are three lectures. Lecture I, Post-War Troubles and the Crisis of 1931; Lecture II, Boom, Re-Armament and the Future. These two lectures deal respectively with the nature of the immediate post-war conditions of British trade and industry and the extent of industrial recovery since 1932: The effects of the Re-Armament programme and the present position and future prospects of British industry. The third lecture deals with the "Worker's share": the general attitude of the British Trade Union towards industry, trade union policy, reduction in working hours, hours of pay, holidays with pay, security of employment and the trade union control of industry. Application forms may be obtained on demand from the Divisional Secretary of the Workers' Education Trade Union Committee, at Rewley House, Wellington Square, Oxford.

We desire to correct a statement made in an article entitled "Central Switzerland" last month, that Queen Astrid of the Belgians met her death at Aldorf. Actually the tragedy occurred at Kussnacht on another arm of the Lake of Lucerne.

### to the Editor

Correspondence is invited, but the Editor cannot accept responsibility for the views expressed by correspondents. No letter will be published unless accompanied by the name and address of the sender, but a nom de plume may be sent for publication.

Sir,—Many of your readers employed in Hospital Services are aware of the ambiguity regarding professional qualification in respect of Male Nurses and in view of the recent formation of a professional society for male nurses the moment appears opportune for discussion regarding its membership.

The constitution of the College of Nursing upon which this new organisation is to be modelled, demands that its members be trained nurses, but it would appear that the male nurses society is to include members without regard to any standard of attainment or of professional status.

It would be to the interest of readers generally to have the opinion of N.A.L.G.O. members on this matter.

Yours faithfully,  
(Signed) R. W. OUSBY, S.R.N.

DEAR SIR,—I have agreed to co-operate with Dean Ernest Griffith of the Graduate School of The American University in his desire to make available their special training course in Social Security Administration to a selected group of especially qualified individuals.

It is preferred that these should be persons of maturity who would be benefited by the exceptional facilities offered here and who have demonstrated or show unusual promise of administrative capacity. The training is given by some of the most distinguished and competent individuals in their field. The American University would not feel justified in asking such outstanding individuals to devote their time to these lectures were not the students an especially carefully-selected group.

There is no definite assurance that positions will be secured for graduates, but the University does concern itself with this matter, and Dean Griffith informs me that apparently virtually all of last year's graduates are already satisfactorily placed at initial salaries ranging up to 3,600 dollars.

Sincerely,  
GLEN LEET.  
(Acting Director, Special Program in Social Security Administration.)

### Report of the Incorporated Association of Rating and Valuation Officers

In the preparation of the interesting papers which were read at the 55th Annual General Meeting of the Incorporated Association of Rating and Valuation Officers, the council were fortunate in securing the co-operation of gentlemen with a wide knowledge of their subjects. These essays are incorporated in a report of the 55th Annual General Meeting and Conference of the Association which was held on April 22 last. The Report is now available for those who desire to possess a copy.



## The Success and Effect of a New Scheme

# A Provision that should be made in every Local Government Officer's Budget

The man in the street—or shall we say, the man in the Municipal Office—is sometimes brought face to face with financial embarrassment through a sudden illness in the family. Such an illness can have very disastrous effects upon the family-budget that balances with only a small margin for contingencies. At the last annual general meeting of the Nalگو Provident Society, the opinion was expressed that much wider publicity should be given to the Hospital and Nursing Home Scheme (Table III) which is, as its name suggests, a scheme for affording protection against heavy medical expenses incurred at a hospital, nursing home or sanatorium, in addition to doctors and surgeons' fees, etc.

This scheme has been in operation for a period of nearly two years. At the time of going to press the number of persons insured under this scheme was 5,127, and since its inception as from January 1, 1936, 217 persons have received benefit which amounted to £3,608.

To show that the scheme has been appreciated we should like to fire away with extracts from a few letters from members. Here are three:

*One*  
"Permit me to offer you my thanks for your prompt settlement of my claim in connection with my wife's operation. It has naturally been a very great relief to receive this assistance with so little difficulty or delay."

*Two*  
"I beg to acknowledge receipt of cheques value £30 2s. and £28 respectively in settlement of my claims under the scheme, and should like to take this opportunity of expressing my appreciation of the fact that such a scheme is in operation and to thank you for the prompt manner in which the matter has been dealt with."

*Three*  
"I now beg to enclose claim under the Hospital and Nursing Home Scheme in respect of my recent illness and period of Hospital treatment. I take this opportunity of expressing my gratitude to N.A.L.G.O. for introducing the Provident Society. For 16 years I was ill for only 6 weeks, and prior to that I cannot recall any illness apart from war wounds. During the last six months I have had my share, and I do not know what I should have done without the assistance of our Provident Society. *Any young man who fails to join either or both the Sickness Scheme (Table I) and Hospital and Nursing Home Scheme (Table III) is doing himself a great injustice and further may involve his wife and family in financial difficulties as a result of his short-sighted policy.*"

We have taken the liberty of printing the last passage in italics because it sums up the case for the Hospital and Nursing Home Scheme in a minimum of words. These letters of appreciation speak for themselves, and the Committee of Management highly recommends the scheme to all members of N.A.L.G.O. and their wives and children.

The insurance of yourself and family for sickness benefit will relieve you of a heavy burden during those anxious times when you should not be worried with monetary matters. In times of illness, peace of mind is essential to a quick recovery. The local Correspondent of

your branch will be pleased to let you have proposal forms or the appropriate forms will be sent you on application to the Secretary, The Nalگو Provident Society, 24, Abingdon Street, Westminster, S.W.1.

### Eligibility

Members of N.A.L.G.O. are eligible to make application for membership, and the wives (or husbands) and children of members of the scheme are also eligible for insurance under the scheme. The maximum age limit is 45 years, and usually there is no medical examination.

### Contributions

The contribution payable is 1s. 9d. per month per person, plus a management fee of 3d. per month per person. A member of the Sickness Scheme (Table I) and/or Death Benefit Scheme (Table II) who is paying a management fee of 3d. per month is not required to pay an additional management fee of 3d. per month under the scheme.

### No Management Fees for Children

Following a promise made by the Chairman of the Committee of Management that the whole question of reducing the Management Fees payable by members and the persons insured through their membership under this scheme, it was decided at a meeting held on June 18, that as from January 1, 1938, a management fee of 3d. per month will not be payable in respect of any child insured under this scheme.

### Benefits Provided

The benefits provided by this Scheme during any period of twelve months are as follows:

(a) Doctors' fees up to 7s. 6d. per visit. Maximum £25.

(b) Surgeons' and Anaesthetists' fees up to £50.

(c) Up to £2 2s. for a Specialist's consultation, (medical or surgical). Maximum £6 6s.

(d) Hospital, Sanatorium or Nursing Home Treatment, and Nurses' fees up to £5 5s. per week. Maximum £21.

(e) X-ray, electrical and massage treatment. Maximum £10 10s.

Benefits in connection with tonsils and/or adenoids operations are limited to £7 7s. and include any illness involving such an operation.

### Other Details

It should be noted that members and the persons insured through members are entitled to benefit after a period of six months from the date of admission, provided that the contributions and the N.A.L.G.O. subscriptions are paid up to date (e.g., a member who joined the scheme as from January 1 would be entitled to claim benefit in respect of any fees, charges or costs actually incurred by him on or after July 1.)

A "notification of claim likely to arise" form (Buff) duly completed, must be forwarded within one calendar month after the commencement of an illness in respect of any contingency which may arise in connection with such illness. *Failure to render such notification will debar such member from claiming in respect of the contingency.*

It will not be necessary to submit any further medical certificates other than the one at the foot of this form (Buff), unless specially requested.

A claim form (Pink) should be completed at the end of the illness and returned, together with receipted accounts.

A member must bear the first £5 of claimable expenditure during any period of twelve months in respect of himself and also in the case of each person insured through his membership.

In the case of a member incurring expenses which do not exceed the sum of £5 a notification of claim likely to arise form (Buff) should be completed. A claim form (Pink) should also be completed, at the end of the illness, and returned together with receipted accounts so that the amount may rank for calculation of benefit during the period of twelve months following the first day of illness, if a further claim is made.

The maximum amount of benefit payable during any period of twelve months to a member is £50 in the case of himself and £50 in the case of each person insured under the scheme, over and above the share to be borne by the member (i.e., £5 in the case of himself and also in the case of each person insured through his membership.)

## GUY FAWKES

was a victim of the period in which he lived. There were no Talkies, Theatres, Milk Bars, Pin Table Saloons, and NO NALGO OPERATIC AND DRAMATIC SOCIETY.

What an existence! One can sense his feeling of utter boredom and understand why he decided to create some real excitement in Westminster.

Were Mr. Fawkes living to-day, he would not be sitting in a dark, damp, dismal cellar on the 5th of November, 1937. At 8 o'clock prompt in the evening of that day, he would be seen reclining in a comfortable arm-chair in the KING GEORGE'S HALL, Caroline Street, W.C.1, eagerly waiting for the curtain to rise on the FIFTH production of his favourite Society; and there would be no one there to prevent him from EXPLODING—with applause.

Will you emulate the modern Guy Fawkes and leave the kiddies to celebrate the anniversary in their own fashion? If you must assist little Willie in firing his squibs and crackers, preserve yourself and your family and friends for the following evening.

For two nights only  
THE NALGO (METROPOLITAN DISTRICT) OPERATIC & DRAMATIC SOCIETY  
presents

"DISTINGUISHED GATHERING"

A play in three acts by James Parish  
on the 5th (Fri.) and 6th (Sat.)

November, 1937

at

KING GEORGE'S HALL,

Caroline Street, W.C.1.

Curtain rises 8 p.m. prompt.

(In Aid of the Benevolent & Orphan Fund)

Prices of admission: Stalls 5s., 3s. 6d., 2s. 6d.; Circle, 3s. 6d., 2s. 6d.; Side Balcony, 1s. 6d. (Including Tax.) All seats numbered and reserved.

Tickets obtainable from your Branch Secretary, Members of the Society, or direct from the Hon. Business Manager, W. J. Upton, 12a, Shieldhall Street, Abbey Wood, S.E.2, and 24, Abingdon Street, Westminster (Whi. 9351).

Early application should be made to avoid disappointment.

\* \* \*

In February, 1938, at the same Hall, the Society will present for your enjoyment, that delightful Musical Comedy:

"MISS HOOK OF HOLLAND."

Music by Paul Rubens.

Picturesque : : : Humorous